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ABSTRACT

This report presents comparative data collected from 103 state-supported universities or university systems in 47 states, and 38 university systems representing 30 states, on the administrative salaries they paid in 1994-95. The salaries are presented in rank-order (from highest to lowest) to facilitate comparisons of a participant's relative standing with other universities. Salaries are reported only for full-time administrators. The report includes officers whose responsibilities and functions range from that of a director of a single office to the university president. Statistical data, comprising nearly the entire report, are divided into three main sections. The first section provides the ranking of salaries paid among all participating universities, including the average of those salaries paid at institutions belonging to the National Association of State Universities and Land-Grant Colleges. The second section is a series of tables showing the salaries paid among the 103 participating institutions, first presented overall and then by the nine regions defined by the Equal Employment Opportunity Commission. The third section comprises a table of salaries paid to the university system officers. Three graphs provide historical comparisons for salaries of selected executive administrators, deans, and medical deans from 1984 to 1993. (MDM)

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ED 377 751

TWENTY-EIGHTH ANNUAL RANK -ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1994-95

THIS REPORT SUMMARIZES THE RESULTS OF A QUESTIONNAIRE STUDY OF ONE HUNDRED AND THREE STATE-SUPPORTED UNIVERSITIES REPRESENTING FORTY SEVEN STATES AND THIRTY EIGHT UNIVERSITY SYSTEMS REPRESENTING THIRTY STATES

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OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
DECEMBER 1994

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UNIVERSITY OF ARKANSAS
DECEMBER 1994

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the **twenty-eighth** annual administrative salary survey conducted by the Office of Institutional Research, University of Arkansas, Fayetteville. The Universities invited to participate consists of Doctoral I, Research I, Research II and Land-Grant institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position is fewer than three, the responses are omitted from this study.

The salaries are distributed in rank-order to facilitate comparisons of a participant's relative standing with other universities. Each university can identify its own salary for a given position and find its rank. A salary enclosed in parentheses identifies that individual salary as being paid for someone filling dual functions. Salaries within the parentheses are included in each position's averages. Only one reported salary from an institution is reported per position. In addition, Table I contains averages by Carnegie Classifications where ten or more institutions were in the same classification.

Salaries in Table I maybe coded with an asterisk. The asterisk indicates that salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I includes an average for those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries reported.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from that of the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of the returned salary data, with few exceptions, exactly as reported by the responding institutions.

The primary purpose of this study has always been to provide comparable and comprehensive information in a manner that will be useful to the participants. The University of Arkansas' office of Institutional Research wishes to thank all respondents for participating.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred and nineteen universities in forty eight states. From this group, responses were received from one hundred and three institutions in forty seven states.

Salaries in this section may be printed with an asterisk. This asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Five average salaries are printed after each position's rank order of salaries. Average salaries for those institutions belonging to NASULGC, Doctoral I institutions, Research I institutions, and Research II institutions for all participating institutions are calculated. NOTE: Averages by Carnegie classification is only calculated for populations of ten or more institutions.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred and three participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined as are the San Francisco and Seattle Regions). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section is a table of salaries paid to the university system officers. For the purposes of the survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty nine university systems in thirty states, and responses were received from thirty eight university systems in thirty states.

HISTORICAL DATA

New this year to the report is the inclusion of graphs containing average salaries for selected positions for a ten year period.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED AND THREE UNIVERSITIES IN FORTY-SEVEN STATES

This table summarizes the data for one hundred and three universities in forty seven states. For making this report possible, the University of Arkansas wishes to thank the following universities.

*ARIZONA STATE UNIVERSITY
*AUBURN UNIVERSITY
BALL STATE UNIVERSITY
*BOWLING GREEN STATE UNIVERSITY
*CLEMSON UNIVERSITY
COLLEGE OF WILLIAM AND MARY
*COLORADO STATE UNIVERSITY
EAST TEXAS STATE UNIVERSITY
*FLORIDA STATE UNIVERSITY
GEORGIA INSTITUTE OF TECHNOLOGY
GEORGIA STATE UNIVERSITY
*CUNY-GRADUATE SCHOOL & UNIVERISTY CENTER
ILLINOIS STATE UNIVERSITY
*INDIANA UNIVERSITY BLOOMINGTON
*IOWA STATE UNIVERSITY
*KANSAS STATE UNIVERSITY
*KENT STATE UNIVERSITY
*LOUISIANA STATE UNIVERSITY
*MIAMI UNIVERSITY
*MICHIGAN STATE UNIVERSITY
*MISSISSIPPI STATE UNIVERSITY
*MONTANA STATE UNIVERSITY-BOZEMAN
*NEW MEXICO STATE UNIVERSITY
*NORTH CAROLINA STATE UNIVERSITY
*NORTH DAKOTA STATE UNIVERSITY
NORTHERN ARIZONA UNIVERSITY
*NORTHERN ILLINOIS UNIVERSITY
*OHIO STATE UNIVERSITY
OHIO UNIVERSITY
*OKLAHOMA STATE UNIVERSITY
OLD DOMINION UNIVERSITY
*OREGON STATE UNIVERSITY
PURDUE UNIVERSITY
*SOUTHERN ILLINOIS UNIVERSITY
*STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
continued

*STATE UNIVERSITY OF NEW YORK AT BUFFALO
*STATE UNIVERSITY OF NEW YORK AT STONY BROOK
*STATE UNIVERSITY OR NEW YORK AT ALBANY
*TEMPLE UNIVERSITY
TENNESSEE STATE UNIVERSITY
*TEXAS A&M UNIVERSITY
*TEXAS TECH UNIVERSITY
TEXAS WOMEN'S UNIVERSITY
UNIVERSITY OF AKRON
*UNIVERSITY OF ALABAMA
*UNIVERSITY OF ALABAMA AT BIRMINGHAM
*UNIVERSITY OF ARIZONA
*UNIVERSITY OF ARKANSAS, FAYETTEVILLE
*UNIVERSITY OF CALIFORNIA, SANTA BARBARA
*UNIVERSITY OF CINCINNATI
*UNIVERSITY OF COLORADO AT BOULDER
*UNIVERSITY OF CONNECTICUT
*UNIVERSITY OF DELAWARE
*UNIVERSITY OF FLORIDA
*UNIVERSITY OF GEORGIA
*UNIVERSITY OF HAWAII AT MANOA
*UNIVERSITY OF HOUSTON
*UNIVERSITY OF IDAHO
UNIVERSITY OF ILLINOIS AT CHICAGO
*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
*UNIVERSITY OF KANSAS
*UNIVERSITY OF KENTUCKY
*UNIVERSITY OF LOUISVILLE
*UNIVERSITY OF MAINE

* Member of National Association of State Universities & Land-Grant Colleges

TABLE I (continued)

UNIVERSITY OF MARYLAND
AT BALTIMORE
*UNIVERSITY OF MARYLAND,
COLLEGE PARK
*UNIVERSITY OF MASSACHUSETTS,
AMHERST
*UNIVERSITY OF MEMPHIS
*UNIVERSITY OF MICHIGAN
*UNIVERSITY OF MINNESOTA,
TWIN CITIES
*UNIVERSITY OF MISSISSIPPI
*UNIVERSITY OF MISSOURI-COLUMBIA
*UNIVERSITY OF MISSOURI-KANSAS CITY
*UNIVERSITY OF NEBRASKA-LINCOLN
*UNIVERSITY OF NEVADA,RENO
*UNIVERSITY OF NEW HAMPSHIRE
*UNIVERSITY OF NEW MEXICO
*UNIVERSITY OF NORTH CAROLINA
AT CHAPEL HILL
*UNIVERSITY OF NORTH CAROLINA
AT GREENSBORO
*UNIVERSITY OF NORTH TEXAS
UNIVERSITY OF NORTHERN COLORADO
*UNIVERSITY OF OKLAHOMA
*UNIVERSITY OF OREGON
*UNIVERSITY OF RHODE ISLAND
*UNIVERSITY OF SOUTH CAROLINA
*UNIVERSITY OF SOUTH FLORIDA
UNIVERSITY OF SOUTHERN MISSISSIPPI
*UNIVERSITY OF TENNESSEE, KNOXVILLE
*UNIVERSITY OF TEXAS AT AUSTIN
UNIVERSITY OF TEXAS AT DALLAS
*UNIVERSITY OF TOLEDO
*UNIVERSITY OF UTAH
*UNIVERSITY OF VERMONT
*UNIVERSITY OF VIRGINIA
*UNIVERSITY OF WISCONSIN-MADISON
*UNIVERSITY OF WISCONSIN-MILWAUKEE
*UNIVERSITY OF WYOMING
*UTAH STATE UNIVERSITY
*VIRGINIA COMMONWEALTH UNIVERSITY
*VIRGINIA POLYTECHNIC INSTITUTE
AND STATE UNIVERSITY
*WASHINGTON STATE UNIVERSITY
*WAYNE STATE UNIVERSITY
*WEST VIRGINIA UNIVERSITY

* Member of National Association of State Universities & Land-Grant Colleges

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM OF MULTI-CAMPUSES

RANK	SALARY
1	236,000 *
2	224,564 *
3	190,000 *
4	176,390 *
5	170,000 *
6	168,504 *
7	156,564 *
8	153,912 *
9	153,000 *
10	153,000 *
11	153,000 *
12	152,300 *
13	150,000 *
14	150,000 *
15	142,800
16	142,145 *
17	138,213
18	124,699 *
19	111,990
20	110,000 *
21	96,699 *
AVERAGE "*"	158,932
AVERAGE R2	150,745
AVERAGE ALL	154,942

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	260,000
2	232,421 *
3	221,449 *
4	217,220 *
5	205,000 *
6	200,000 *
7	197,220 *
8	195,933 *
9	195,600 *
10	185,400 *
11	183,000 *
12	182,100 *
13	178,000 *
14	178,000 *
15	175,000 *
16	175,000
17	175,000 *
18	173,500 *
19	170,000 *
20	169,100
21	169,000 *
22	167,570 *
23	166,940
24	166,000 *
25	165,750 *
26	165,000
27	161,736 *
28	161,200 *
29	160,059 *
30	158,950 *
31	157,544 *
32	156,563 *
33	156,046 *
34	156,000 *
35	155,000 *
36	153,645 *
37	153,644 *
38	153,644 *
39	153,027
40	151,050 *
41	151,000
42	150,360 *
43	150,360 *
44	150,000 *
45	149,997 *
46	147,642 *
47	147,124 *
48	145,116 *
49	143,222
50	139,500
51	138,800 *
52	137,145 *
53	136,760 *
54	135,198 *
55	135,000 *
56	135,000 *
57	134,819
58	131,760
59	131,685
60	130,041 *
61	129,780
62	129,210 *
63	128,092 *
64	127,575 *
65	126,360 *
66	126,073 *
67	126,048 *
68	125,939 *
69	125,000 *
70	125,000
71	122,283 *
72	118,500 *
73	116,964 *
74	116,964 *
75	113,004 *
76	112,822 *
77	110,000 *
78	110,000 *
79	102,643 *
80	102,050 *
AVERAGE "*"	152,974
AVERAGE R1	167,337
AVERAGE R2	137,759
AVERAGE D1	143,759
AVERAGE ALL	153,402

ADMINISTRATIVE OFFICERS:
VICE PRES FOR INSTITUTIONAL PLANNING

RANK	SALARY
1	(128,500)*
2	(115,318)*
3	106,789 *
4	106,000 *
5	104,889 *
6	100,560
7	99,782 *
8	96,956 *
9	94,800
10	(84,975)
11	(73,000)*
12	(67,018)*

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
VICE PRES FOR INSTITUTIONAL PLANNING

(CONTINUED)

AVERAGE "*"	99,806
AVERAGE ALL	98,216

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	178,200 *
2	168,800 *
3	154,500
4	146,547 *
5	137,000 *
6	132,870 *
7	118,484 *
8	(116,724)*
9	115,500
10	115,412 *
11	115,323 *
12	109,792 *
13	99,900 *
14	(93,150)
AVERAGE "*"	130,823
AVERAGE R1	132,234
AVERAGE ALL	128,729

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	166,000 *
2	(150,000)*
3	131,649 *
4	131,000 *
5	128,500 *
6	123,750 *
7	123,091 *
8	120,750 *
9	119,200 *
10	116,349 *
11	110,000
12	109,000 *
13	107,100 *
14	106,686 *
15	106,000 *
16	105,000 *
17	102,400 *
18	(102,201)
19	102,000
20	101,325 *
21	101,115 *
22	99,612 *
23	93,531 *
24	90,000 *
25	89,634 *
26	85,000 *
27	69,780 *
AVERAGE "*"	111,520
AVERAGE R1	116,770
AVERAGE ALL	110,766

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	120,000 *
2	108,666
3	105,152 *
4	98,779 *
5	98,280
6	97,650 *
7	96,414 *
8	94,700 *
9	93,840 *
10	93,036
11	92,000 *
12	92,000 *
13	91,491 *
14	89,595 *
15	89,260 *
16	89,000 *
17	88,860
18	88,819 *
19	88,650 *
20	88,462
21	88,400 *
22	88,266
23	88,200 *
24	87,593
25	87,024 *
26	87,000 *
27	86,729 *
28	83,688 *
29	82,400 *
30	82,368 *
31	81,810 *
32	81,750 *
33	79,501 *
34	79,200 *
35	78,312 *
36	75,000
37	73,560 *
38	73,000 *
39	72,769 *
40	70,276
41	68,412 *
42	68,340 *
43	66,750 *
44	66,350 *
45	64,222 *
46	62,938 *
47	62,481 *
48	62,400 *
49	61,770 *
50	58,938
51	57,690 *
52	56,048 *
53	56,000 *
54	55,734 *
55	55,543 *
56	55,000
57	54,000 *
58	50,904 *
59	48,808
60	48,550
61	48,060 *
62	46,564 *
63	46,214 *
64	41,500
65	36,950

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

(CONTINUED)

AVERAGE "*"	76,870
AVERAGE R1	79,073
AVERAGE R2	75,714
AVERAGE D1	71,726
AVERAGE ALL	75,841

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR HEALTH

RANK	SALARY
1	400,000
2	343,870 *
3	300,806 *
4	265,858 *
5	250,000 *
6	215,451 *
7	208,544 *
8	208,000 *
9	192,000 *
10	180,626 *
11	171,500 *
12	147,012 *
13	144,000 *
14	134,000 *
15	81,144 *
AVERAGE "*"	203,058
AVERAGE R1	218,980
AVERAGE ALL	216,187

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR INFORMATION MANAGEMENT

RANK	SALARY
1	172,000 *
2	160,000 *
3	149,004 *
4	148,800
5	137,200 *
6	125,000 *
7	123,599 *
8	117,222 *
9	117,000 *
10	116,500 *
11	(115,318)*
12	114,840 *
13	107,909 *
14	105,500 *
15	96,948
16	96,748 *
17	95,262 *
18	94,500 *
19	94,443 *
20	93,203 *
21	(93,150)
22	90,500 *
23	90,072 *
24	88,188 *
25	80,076 *
AVERAGE "*"	112,913
AVERAGE R1	120,845
AVERAGE ALL	112,919

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	124,500 *
2	124,200 *
3	122,367 *
4	115,600 *
5	113,446 *
6	113,000 *
7	107,156 *
8	106,610 *
9	105,180 *
10	103,000 *
11	102,938 *
12	100,000 *
13	99,834 *
14	99,500
15	97,691 *
16	97,279 *
17	96,400 *
18	96,300
19	95,600 *
20	94,000 *
21	92,514
22	91,559 *
23	90,700 *
24	89,769
25	89,000 *
26	87,550 *
27	86,920
28	86,700 *
29	86,040
30	85,750 *
31	84,776
32	84,034 *
33	83,500
34	83,450 *
35	82,680
36	82,500 *
37	82,302
38	82,272 *
39	81,964 *
40	81,065 *
41	80,870 *
42	80,850 *
43	80,500 *
44	80,280 *
45	80,000 *
46	79,568 *
47	77,530 *
48	77,500 *
49	77,277 *
50	76,086 *
51	76,032 *
52	76,000 *
53	76,000 *
54	75,566 *
55	73,500 *
56	73,100 *
57	70,700 *
58	70,496 *
59	70,000 *
60	68,050 *
61	67,000
62	66,624
63	65,892 *
64	64,720 *
65	64,470
66	64,350 *
67	63,600 *
68	62,736 *
69	62,672 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK (CONTINUED)	SALARY
70	61,707
71	60,873
72	60,335 *
73	56,280 *
74	53,724 *
75	53,000 *
AVERAGE "*"	84,546
AVERAGE R1	90,069
AVERAGE R2	81,788
AVERAGE D1	78,606
AVERAGE ALL	83,700

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	(128,500)*
2	98,750 *
3	94,100 *
4	89,675 *
5	88,391 *
6	83,506 *
7	83,500 *
8	81,800 *
9	80,500 *
10	79,576 *
11	79,270 *
12	79,101 *
13	78,919 *
14	78,500 *
15	78,280 *
16	75,197 *
17	74,334 *
18	74,000 *
19	72,500 *
20	72,100 *
21	71,800 *
22	71,240
23	70,776
24	70,606 *
25	70,298 *
26	70,200 *
27	70,073
28	70,000 *
29	69,630 *
30	69,328
31	69,000 *
32	68,500 *
33	68,300
34	65,815
35	65,000 *
36	64,855 *
37	64,117 *
38	64,000
39	63,960 *
40	63,000 *
41	63,000 *
42	63,000
43	62,475 *
44	62,400 *
45	62,000 *
46	61,900 *
47	61,508 *
48	61,489 *
49	61,457 *
50	61,214 *
51	60,780
52	60,511 *
53	60,456 *
54	60,000 *
55	60,000 *
56	59,292 *
57	59,165 *
58	58,830 *
59	58,500 *
60	57,504 *
61	56,280 *
62	56,222 *
63	55,900
64	55,200 *
65	55,182 *
66	55,000 *
67	55,000 *
68	54,828 *
69	52,530 *
70	51,678 *
71	51,650 *
72	51,500 *
73	49,403
74	48,167 *
75	48,000 *
76	47,070 *
77	47,000 *
78	46,170
79	46,010 *
80	45,804 *
81	45,798 *
82	45,736 *
83	45,559 *
84	45,000 *
85	45,000 *
86	42,500 *
87	39,240 *
88	36,050
AVERAGE "*"	64,388
AVERAGE R1	67,990
AVERAGE R2	62,266
AVERAGE D1	60,576
AVERAGE ALL	63,863

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(128,500)*
2	112,400 *
3	90,034
4	86,110 *
5	(84,975)
6	84,400 *
7	82,000 *
8	80,395 *
9	80,001 *
10	78,500 *
11	78,366 *
12	76,500 *
13	76,325 *
14	75,840 *
15	74,500 *
16	74,400
17	(73,000)*
18	72,800 *
19	72,777
20	72,133 *
21	72,100 *
22	72,000 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK (CONTINUED)	SALARY	
23	71,769	*
24	70,543	*
25	70,000	*
26	69,700	*
27	68,500	*
28	68,383	*
29	68,000	*
30	67,800	*
31	(67,018)	*
32	67,000	*
33	66,768	*
34	66,459	*
35	66,144	*
36	65,760	*
37	65,348	*
38	65,261	*
39	65,252	*
40	65,000	*
41	64,125	
42	63,997	*
43	63,733	*
44	63,705	*
45	63,697	*
46	63,195	*
47	62,781	*
48	62,000	
49	61,524	*
50	61,261	*
51	61,000	
52	60,600	
53	60,421	*
54	60,000	
55	60,000	*
56	59,885	*
57	59,868	*
58	57,723	*
59	57,380	*
60	57,300	*
61	56,000	
62	55,962	*
63	55,650	*
64	55,330	*
65	54,380	*
66	54,366	*
67	54,000	*
68	53,452	
69	51,751	*
70	50,380	
71	48,960	*
72	48,060	*
73	46,615	*
74	45,000	*
75	44,220	*
76	43,600	*
77	42,346	
78	39,600	
AVERAGE "*"	66,640	
AVERAGE R1	72,787	
AVERAGE R2	63,123	
AVERAGE D1	59,044	
AVERAGE ALL	65,854	

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY	
1	170,000	
2	156,300	*
3	127,097	*
4	112,269	*
5	108,500	*
6	108,450	*
7	108,000	*
8	105,000	*
9	104,256	*
10	103,020	*
11	102,567	*
12	102,400	*
13	101,118	*
14	100,000	*
15	100,000	*
16	99,867	*
17	98,880	*
18	98,000	*
19	96,833	*
20	96,096	
21	95,604	
22	95,092	*
23	95,000	*
24	94,714	
25	93,982	*
26	93,378	*
27	92,200	
28	90,000	*
29	90,000	
30	89,175	*
31	88,740	*
32	88,484	*
33	86,520	*
34	85,600	*
35	85,381	*
36	84,146	*
37	82,600	*
38	82,587	*
39	81,153	*
40	80,933	*
41	80,499	*
42	79,900	
43	77,703	*
44	77,300	*
45	76,801	*
46	76,600	*
47	76,320	*
48	76,000	
49	75,000	*
50	74,606	
51	74,448	*
52	74,299	
53	74,100	*
54	72,948	*
55	71,320	*
56	69,794	*
57	66,488	*
58	66,348	*
59	66,283	*
60	60,394	
61	49,956	*
62	46,536	
63	45,396	*

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

(CONTINUED)

AVERAGE "*"	88,875
AVERAGE R1	99,149
AVERAGE R2	81,712
AVERAGE D1	79,880
AVERAGE ALL	88,619

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	108,600 *
2	107,450 *
3	103,000
4	95,040 *
5	91,965 *
6	91,246 *
7	90,650 *
8	86,950 *
9	82,700
10	81,600
11	77,628
12	77,460 *
13	76,073 *
14	75,000 *
15	74,000 *
16	70,800
17	70,450 *
18	68,006 *
19	65,886 *
20	63,900 *
21	62,500 *
22	62,000 *
23	60,000 *
24	59,479 *
25	58,804 *
26	56,455 *
27	55,846 *
28	53,148 *
29	48,000 *
30	47,381 *
31	47,000
32	39,656 *
AVERAGE "*"	70,998
AVERAGE R1	73,336
AVERAGE D1	72,397
AVERAGE ALL	72,146

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	241,000 *
2	201,644 *
3	167,448 *
4	161,200 *
5	153,500 *
6	(150,319)*
7	150,000 *
8	147,050 *
9	145,590 *
10	(142,900)*
11	141,110 *
12	140,700 *
13	140,662 *
14	138,670 *
15	137,000 *
16	136,000 *
17	133,554 *
18	(132,385)
19	131,301
20	130,795 *
21	129,600 *
22	128,150 *
23	(123,240)*
24	122,974 *
25	122,000
26	120,000 *
27	120,000 *
28	117,000
29	117,000
30	116,816 *
31	115,000 *
32	114,923 *
33	113,255 *
34	113,000 *
35	111,708 *
36	111,600 *
37	111,391
38	111,280 *
39	111,017 *
40	(110,660)*
41	110,463 *
42	108,048 *
43	106,603 *
44	106,175 *
45	103,743 *
46	102,999 *
47	95,790
48	95,350 *
49	93,421 *
50	92,019 *
51	87,445
52	(85,000)*
53	85,000 *
AVERAGE "*"	127,137
AVERAGE R1	139,594
AVERAGE D1	118,787
AVERAGE ALL	125,198

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	220,000 *
2	194,200 *
3	162,600 *
4	158,000 *
5	154,500
6	(150,319)*
7	147,548 *
8	147,300 *
9	147,124 *
10	(142,900)*
11	141,110 *
12	141,000 *
13	140,004 *
14	140,000 *
15	140,000
16	139,999 *
17	139,100
18	138,909 *
19	136,500 *
20	136,000

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

ACADEMIC OFFICERS:
PROVOST

RANK (CONTINUED)	SALARY	
21	136,000	*
22	135,173	*
23	135,000	*
24	135,000	*
25	134,000	*
26	133,880	*
27	132,500	*
28	(132,385)	
29	130,960	*
30	130,000	
31	126,800	*
32	126,100	*
33	125,000	*
34	125,000	
35	124,579	*
36	124,000	*
37	(123,240)	*
38	121,168	*
39	120,000	*
40	119,688	
41	118,576	*
42	118,065	*
43	116,016	*
44	114,984	*
45	113,850	*
46	113,463	
47	112,992	*
48	(110,660)	*
49	110,189	*
50	108,158	*
51	107,730	
52	107,707	*
53	107,700	*
54	99,514	*
55	(85,000)	*

RANK (CONTINUED)	SALARY	
AVERAGE "*"	131,874	
AVERAGE R1	143,339	
AVERAGE R2	125,688	
AVERAGE D1	127,262	
AVERAGE ALL	131,494	

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY	
1	140,000	*
2	122,200	*
3	120,000	*
4	115,000	*
5	114,000	*
6	113,450	*
7	113,000	*
8	112,750	*
9	112,000	*
10	110,300	*
11	110,078	
12	109,224	*
13	108,285	*
14	108,200	*
15	108,000	*
16	107,900	*
17	107,200	*
18	106,771	*
19	106,488	
20	105,139	*
21	105,000	*
22	103,971	*
23	103,530	*
24	103,500	*
25	102,801	*
26	102,700	*
27	102,485	*
28	100,940	*
29	99,600	*
30	99,396	
31	98,614	*
32	98,000	
33	97,000	*
34	96,412	
35	96,060	*
36	95,670	*
37	95,617	*
38	95,472	*
39	95,000	*
40	95,000	*
41	94,980	*
42	94,100	*
43	93,730	*
44	93,600	*
45	93,441	*
46	92,656	*
47	92,060	*
48	91,050	*
49	90,220	*
50	90,000	*
51	89,795	*
52	89,724	*
53	89,344	*
54	89,000	
55	89,000	*
56	88,700	
57	88,286	*
58	88,135	*
59	87,804	
60	87,752	
61	87,744	*
62	87,193	*
63	87,050	*
64	86,800	*
65	86,718	
66	85,805	*
67	85,771	*
68	85,500	*
69	85,320	*
70	85,000	
71	84,569	*
72	84,230	*
73	84,073	*
74	82,840	
75	82,650	*
76	82,595	*
77	82,000	*
78	81,761	*
79	81,000	*
80	80,628	*
81	80,250	*
82	80,250	*
83	79,659	*
84	79,068	*
85	77,939	

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK (CONTINUED)	SALARY	
86	76,491	
87	73,542	*
88	72,200	*
89	72,100	
90	70,908	*
91	68,000	*
92	65,000	*
93	63,280	*
94	62,022	
95	57,970	*
96	52,820	
AVERAGE "*"	93,814	
AVERAGE R1	100,999	
AVERAGE R2	87,674	
AVERAGE D1	83,794	
AVERAGE ALL	92,405	

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY	
1	114,000	*
2	98,945	*
3	93,000	*
4	92,882	*
5	92,000	*
6	86,000	*
7	82,000	*
8	80,734	*
9	80,000	
10	79,468	*
11	77,625	*
12	75,708	*
13	72,197	*
14	72,100	*
15	71,070	*
16	70,700	*
17	70,615	*
18	68,337	*
19	65,769	*
20	65,593	
21	65,541	*
22	65,377	*
23	65,000	*
24	62,292	*
25	59,568	*
26	58,676	*
27	56,319	*
28	55,030	*
29	54,647	*
30	53,750	
31	51,201	
32	49,819	*
33	45,732	*
34	41,412	
35	38,993	*
AVERAGE "*"	71,338	
AVERAGE R1	77,729	
AVERAGE R2	62,562	
AVERAGE ALL	69,489	

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY	
1	195,358	*
2	183,000	
3	(150,000)	*
4	147,000	*
5	144,882	*
6	135,200	*
7	135,000	*
8	135,000	*
9	132,900	*
10	130,880	*
11	130,000	*
12	128,500	*
13	127,224	*
14	127,152	*
15	126,690	*
16	126,000	*
17	124,836	*
18	124,000	*
19	123,100	*
20	123,000	*
21	122,664	*
22	121,470	*
23	120,000	*
24	119,820	
25	(116,724)	*
26	116,050	*
27	116,000	*
28	115,200	*
29	113,503	
30	113,396	*
31	112,299	*
32	111,896	*
33	111,072	*
34	111,017	*
35	110,062	
36	110,000	
37	110,000	*
38	110,000	
39	109,479	*
40	109,156	*
41	109,140	*
42	108,462	*
43	108,441	
44	108,400	*
45	107,750	*
46	107,600	
47	107,000	*
48	104,952	*
49	104,800	*
50	104,000	*
51	103,800	*
52	103,768	*
53	(102,201)	
54	101,659	*
55	101,296	
56	101,200	*
57	100,032	
58	99,982	*
59	99,612	*
60	99,500	*
61	99,500	*
62	99,200	*
63	99,100	*
64	98,174	*
65	98,000	*
66	97,788	*
67	97,535	*
68	96,733	*
69	96,000	
70	95,100	*
71	94,691	*
72	93,367	*

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK (CONTINUED)	SALARY
73	93,072 *
74	89,095
75	89,000
76	88,270 *
77	87,929 *
78	87,445
79	86,000 *
80	84,000 *
81	78,790 *
82	73,892 *
83	67,600 *
AVERAGE "*"	111,410
AVERAGE R1	119,609
AVERAGE R2	105,161
AVERAGE D1	105,182
AVERAGE ALL	110,884

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	145,500 *
2	112,951
3	110,692 *
4	109,150
5	108,600 *
6	104,100 *
7	103,764 *
8	100,000 *
9	96,900 *
10	96,607 *
11	96,366 *
12	94,400 *
13	94,396 *
14	94,380 *
15	93,982 *
16	93,840 *
17	93,700 *
18	(93,700)*
19	92,623 *
20	90,804
21	89,735
22	88,569 *
23	87,720 *
24	87,000 *
25	86,814 *
26	86,634 *
27	85,000 *
28	85,000 *
29	84,985 *
30	84,946 *
31	84,500 *
32	84,189 *
33	83,548 *
34	82,915 *
35	82,045 *
36	81,200 *
37	81,100 *
38	80,944
39	79,300 *
40	79,001 *
41	75,450 *
42	75,411 *
43	75,400
44	75,108 *
45	75,000 *
46	74,250 *
47	74,200 *
48	74,000
49	73,899 *
50	73,092
51	72,264 *
52	71,450 *
53	70,219 *
54	69,985 *
55	68,949 *
56	68,350 *
57	68,324 *
58	68,242 *
59	68,000 *
60	68,000 *
61	67,560 *
62	67,231 *
63	65,550
64	65,505 *
65	65,465 *
66	65,000
67	64,320
68	64,206 *
69	61,719 *
70	61,260 *
71	60,815
72	60,790 *
73	57,648 *
74	56,985 *
75	56,426
76	56,000 *
77	54,075 *
78	53,700
79	53,500
80	52,020 *
81	50,625 *
AVERAGE "*"	80,094
AVERAGE R1	88,805
AVERAGE R2	72,979
AVERAGE D1	68,673
AVERAGE ALL	79,155

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	125,000 *
2	103,740 *
3	102,153 *
4	(93,700)*
5	89,154 *
6	87,570 *
7	84,800 *
8	84,125 *
9	83,342 *
10	78,177 *
11	74,600 *
12	72,620 *
13	72,100 *
14	70,850 *
15	68,700 *
16	68,661 *
17	67,932 *
18	67,416
19	67,375 *
20	67,000 *
21	66,771 *
22	63,339 *
23	62,400
24	59,600 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

BEST COPY AVAILABLE

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK (CONTINUED)	SALARY
25	59,090 *
26	59,071 *
27	59,040 *
28	57,803 *
29	57,090 *
30	56,500 *
31	55,724 *
32	55,497 *
33	54,840 *
34	53,880 *
35	53,800 *
36	53,300 *
37	51,500 *
38	51,400 *
39	51,000
40	50,871
41	50,000 *
42	49,888 *
43	48,294 *
44	47,426 *
45	46,000
46	45,475 *
47	44,028 *
48	43,882 *
49	43,850 *
50	41,350 *
51	38,103
52	37,662 *
53	37,440 *
54	35,800
55	29,412
AVERAGE "*"	64,237
AVERAGE R1	68,756
AVERAGE R2	59,530
AVERAGE D1	54,921
AVERAGE ALL	61,821

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	120,750 *
2	92,488 *
3	90,000 *
4	89,400 *
5	88,754 *
6	85,122 *
7	84,893 *
8	84,800 *
9	84,500 *
10	70,862 *
11	68,324 *
12	67,800
13	65,001 *
14	63,156 *
15	63,000 *
16	61,274 *
17	59,676 *
18	56,650 *
19	55,550 *
20	48,497
21	48,372 *
22	47,250 *
23	41,406 *
24	41,250
25	38,071
26	37,550 *
27	37,287 *
28	35,250 *
AVERAGE "*"	67,971
AVERAGE R1	79,237
AVERAGE ALL	65,248

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	110,000 *
2	101,118
3	91,070 *
4	84,991 *
5	84,460 *
6	81,575 *
7	79,380 *
8	76,500 *
9	75,000 *
10	72,540 *
11	72,101 *
12	71,941 *
13	71,340 *
14	71,180 *
15	71,180 *
16	71,159 *
17	70,812 *
18	69,900 *
19	69,300 *
20	68,515 *
21	68,437 *
22	68,016 *
23	67,500 *
24	67,412
25	67,278 *
26	66,352 *
27	66,000 *
28	65,000
29	64,920
30	63,650 *
31	63,605 *
32	63,415 *
33	62,992
34	62,292 *
35	61,560 *
36	61,425 *
37	61,139
38	59,945 *
39	59,162 *
40	59,000 *
41	59,000 *
42	58,500 *
43	58,344 *
44	58,335 *
45	58,000 *
46	57,085 *
47	56,878 *
48	56,702 *
49	56,160 *
50	55,956 *
51	55,757 *
52	54,906 *
53	54,480
54	54,353 *
55	54,041 *
56	54,000 *
57	53,575 *
58	53,484 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK (CONTINUED)	SALARY
59	53,200 *
60	53,044 *
61	53,033 *
62	52,836
63	52,716 *
64	52,698
65	52,010 *
66	52,000 *
67	52,000 *
68	51,700
69	51,500
70	51,480
71	50,340 *
72	50,004 *
73	50,000 *
74	49,940 *
75	49,337 *
76	49,337 *
77	49,325 *
78	48,972 *
79	48,700 *
80	48,000 *
81	47,700
82	47,523 *
83	47,450 *
84	47,145 *
85	46,841 *
86	43,747
87	43,500
88	42,436
89	42,140 *
90	41,208 *
91	38,447 *
92	37,740 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	60,344
AVERAGE R1	67,368
AVERAGE R2	54,964
AVERAGE D1	52,881
AVERAGE ALL	59,791

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	88,538
2	87,500 *
3	86,842 *
4	84,381 *
5	83,000 *
6	77,700 *
7	77,664 *
8	77,200 *
9	77,050 *
10	75,179
11	73,700 *
12	73,400
13	72,000 *
14	71,720 *
15	71,069 *
16	70,137 *
17	68,004 *
18	68,000 *
19	67,343 *
20	66,585 *
21	66,100 *
22	66,000 *
23	65,800 *
24	65,340 *
25	65,050 *
26	65,000 *
27	63,916 *
28	63,300 *
29	62,800 *
30	62,700 *
31	62,646 *
32	62,148 *
33	61,101
34	60,000 *
35	60,000 *
36	60,000
37	59,661 *
38	59,577 *
39	59,125 *
40	58,906
41	58,788 *
42	58,000
43	57,508
44	57,504 *
45	57,500 *
46	57,235
47	56,775 *
48	56,772 *
49	56,693 *
50	56,600 *
51	54,999 *
52	54,807
53	54,768 *
54	53,921 *
55	53,560 *
56	52,470 *
57	51,972 *
58	51,206
59	51,078
60	51,000
61	49,516 *
62	48,400 *
63	48,120 *
64	47,741 *
65	47,625 *
66	47,520
67	46,767 *
68	45,503 *
69	45,208 *
70	45,150 *
71	45,000
72	44,184
73	44,000 *
74	43,269 *
75	41,820 *
76	41,725 *
77	36,720 *
78	33,990 *
79	27,388 *
80	25,852 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

(CONTINUED)

AVERAGE "*"	59,221
AVERAGE R1	66,000
AVERAGE R2	58,113
AVERAGE D1	52,063
AVERAGE ALL	59,060

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	130,000 *
2	129,000 *
3	(128,500)*
4	125,000
5	103,480 *
6	95,500 *
7	94,956 *
8	93,368 *
9	90,500 *
10	89,738 *
11	88,902 *
12	87,160
13	86,947 *
14	85,980 *
15	85,675
16	83,515 *
17	82,840 *
18	82,315 *
19	82,266 *
20	81,840 *
21	81,171
22	81,000 *
23	80,612
24	80,200 *
25	79,660 *
26	78,000 *
27	77,486 *
28	77,145 *
29	76,648 *
30	76,380 *
31	75,670 *
32	75,000 *
33	74,905 *
34	74,268 *
35	73,476 *
36	73,250 *
37	72,500 *
38	72,100 *
39	72,062 *
40	72,000 *
41	71,800 *
42	70,850 *
43	70,190 *
44	70,000 *
45	69,819 *
46	69,588 *
47	69,585 *
48	69,000 *
49	68,830 *
50	67,846 *
51	67,704
52	67,132
53	67,128
54	67,084 *
55	66,621 *
56	65,184
57	65,177 *
58	64,162 *
59	62,324 *
60	62,220 *
61	61,800
62	58,557
63	58,250 *
64	57,600 *
65	57,509 *
66	57,465
67	56,280 *
68	56,222 *
69	56,200 *
70	56,000 *
71	54,502 *
72	53,995 *
73	53,240 *
74	52,416 *
75	51,420 *
76	49,500 *
77	49,416 *
78	48,610 *
79	48,400 *
80	48,150
81	44,050 *
82	40,919
83	36,158 *

AVERAGE "*"	72,699
AVERAGE R1	80,959
AVERAGE R2	69,521
AVERAGE D1	61,249
AVERAGE ALL	72,409

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	78,900 *
2	70,850 *
3	68,515 *
4	66,000 *
5	65,177 *
6	65,000 *
7	62,899 *
8	62,679 *
9	62,123 *
10	60,750 *
11	60,000 *
12	59,565
13	59,305 *
14	58,987 *
15	58,408 *
16	58,013 *
17	57,709
18	57,033
19	56,851 *
20	56,800 *
21	56,700 *
22	55,045 *
23	55,010 *
24	55,000 *
25	54,617 *
26	54,204
27	53,324 *
28	52,150
29	51,550 *
30	50,250 *
31	49,600 *
32	49,374
33	48,900 *
34	48,900 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK (CONTINUED)	SALARY	
35	47,000	*
36	46,200	
37	46,200	*
38	46,008	*
39	45,840	
40	45,629	*
41	45,603	
42	45,239	*
43	45,046	*
44	45,000	*
45	44,438	*
46	43,412	*
47	42,813	*
48	42,489	*
49	41,911	*
50	41,556	*
51	41,300	*
52	41,269	*
53	41,058	*
54	40,919	*
55	40,600	*
56	40,380	*
57	40,362	*
58	39,707	*
59	38,550	*
60	37,914	*
61	37,700	
62	37,303	
63	36,775	*
64	36,672	*
65	36,012	*
66	35,400	*
67	34,740	*
68	34,306	*
69	33,959	*
70	33,612	
71	32,749	
72	31,458	*
73	30,132	*
74	30,026	
75	28,021	

RANK (CONTINUED)	SALARY	
AVERAGE "*"	48,973	
AVERAGE R1	53,926	
AVERAGE R2	45,683	
AVERAGE D1	40,424	
AVERAGE ALL	48,073	

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY	
1	156,300	*
2	119,601	*
3	105,000	*
4	103,700	*
5	102,732	
6	102,200	*
7	93,975	*
8	91,314	*
9	90,000	*
10	89,800	*
11	88,878	*
12	86,200	
13	84,893	*
14	84,630	*
15	83,564	*
16	83,347	*
17	83,208	*
18	83,000	*
19	82,711	
20	82,400	*
21	82,000	*
22	82,000	*
23	81,378	
24	81,370	*
25	80,884	*
26	80,200	*
27	80,184	*
28	80,000	*
29	79,229	*
30	79,000	*
31	78,710	*
32	78,667	*
33	77,500	*
34	77,391	*
35	77,251	*
36	77,095	*
37	76,310	*
38	76,000	*
39	75,684	
40	75,000	*
41	74,000	*
42	73,750	*
43	73,200	*
44	73,185	*
45	73,000	*
46	72,975	*
47	72,456	
48	71,800	*
49	70,814	*
50	70,670	*
51	70,373	*
52	70,000	*
53	69,480	*
54	69,254	*
55	68,616	*
56	68,300	*
57	68,000	*
58	67,800	*
59	67,626	*
60	67,319	*
61	66,636	*
62	65,718	*
63	65,000	
64	65,000	*
65	65,000	*
66	64,937	*
67	64,000	
68	63,900	*
69	63,180	*
70	63,000	*
71	63,000	
72	62,885	*
73	62,166	*
74	62,076	
75	60,996	
76	60,895	*
77	60,770	
78	60,040	*
79	60,000	
80	59,636	*
81	58,860	*
82	58,665	*
83	58,590	*
84	57,800	
85	55,962	*

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK (CONTINUED)	SALARY
86	55,000 *
87	54,588 *
88	52,000 *
89	49,609 *
90	49,200 *
91	49,089 *
92	46,500 *
93	46,000
94	43,260
AVERAGE "*"	74,305
AVERAGE R1	82,144
AVERAGE R2	69,135
AVERAGE D1	66,077
AVERAGE ALL	73,190

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	156,038 *
2	148,369
3	135,732 *
4	130,000 *
5	125,000 *
6	124,240 *
7	123,500 *
8	122,000 *
9	120,000 *
10	119,500 *
11	119,000 *
12	117,000 *
13	116,000 *
14	115,611 *
15	115,500
16	115,000 *
17	115,000 *
18	115,000 *
19	115,000 *
20	114,483 *
21	111,239 *
22	110,340
23	110,220 *
24	109,620 *
25	109,428 *
26	108,929 *
27	107,640
28	107,399
29	106,500
30	106,158 *
31	105,999 *
32	104,790
33	103,600 *
34	103,440 *
35	103,428 *
36	103,420 *
37	103,020 *
38	103,000 *
39	102,918 *
40	102,400 *
41	101,718 *
42	101,355 *
43	101,000 *
44	100,743 *
45	100,464 *
46	100,000 *
47	99,528 *
48	99,273 *
49	99,086 *
50	97,780 *
51	97,470
52	97,310 *
53	96,826 *
54	96,324
55	96,300 *
56	96,264 *
57	96,125 *
58	95,200 *
59	95,000 *
60	95,000 *
61	95,000 *
62	94,474 *
63	94,200
64	93,627 *
65	93,552 *
66	92,000
67	92,000 *
68	90,300
69	90,041
70	89,542 *
71	89,500 *
72	88,894 *
73	88,850 *
74	88,750 *
75	88,000
76	87,900 *
77	87,500 *
78	87,445 *
79	87,200 *
80	86,510 *
81	85,837 *
82	85,476 *
83	84,700 *
84	83,430 *
85	82,750
86	81,742
87	81,000 *
88	80,890 *
89	80,232 *
90	80,000 *
91	78,689 *
92	78,000 *
93	78,000 *
94	71,500
95	63,030 *
AVERAGE "*"	100,820
AVERAGE R1	107,213
AVERAGE R2	99,734
AVERAGE D1	95,023
AVERAGE ALL	100,514

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	115,500 *
2	100,000 *
3	88,080 *
4	87,000 *
5	84,842 *
6	81,855 *
7	81,761 *
8	80,196
9	80,000 *
10	79,240
11	78,400 *
12	78,300 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK (CONTINUED)	SALARY	
13	77,669	*
14	77,555	*
15	77,341	*
16	77,250	*
17	76,111	*
18	75,900	
19	75,500	*
20	75,100	*
21	74,133	*
22	73,529	*
23	73,365	*
24	73,008	*
25	73,000	*
26	72,799	*
27	72,760	
28	72,100	*
29	71,800	*
30	70,000	*
31	69,722	
32	69,660	*
33	69,649	*
34	67,908	*
35	67,320	*
36	67,064	*
37	66,950	*
38	65,000	*
39	64,378	*
40	63,464	*
41	62,004	*
42	62,000	*
43	61,500	
44	60,900	*
45	60,700	
46	60,000	*
47	59,000	
48	58,819	*
49	58,796	*
50	57,169	
51	56,702	
52	56,237	*
53	55,210	*
54	53,098	*
55	52,524	*
56	49,692	*
57	49,625	*
58	48,495	*
59	48,150	*
60	47,400	*
61	36,580	*
AVERAGE "*"	69,155	
AVERAGE R1	74,126	
AVERAGE R2	64,209	
AVERAGE D1	63,203	
AVERAGE ALL	68,849	

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY	
1	102,335	*
2	102,313	*
3	99,349	*
4	98,400	*
5	92,171	*
6	84,561	*
7	81,600	
8	78,540	*
9	77,634	*
10	76,248	*
11	74,004	*
12	68,500	
13	68,219	*
14	65,362	*
15	63,640	*
16	61,176	*
17	58,950	*
18	58,290	*
19	57,800	
20	56,039	*
21	55,833	*
22	55,030	*
23	52,290	*
24	51,713	*
25	51,000	
26	50,165	
27	50,000	*
28	47,010	*
29	46,900	*
30	45,996	
31	45,955	*
32	45,320	*
33	45,320	*
34	44,620	*
35	44,348	*
36	44,282	
37	43,670	*
38	43,641	*
39	41,537	*
40	41,048	*
41	40,008	*
42	40,000	*
43	40,000	*
44	36,500	*
45	36,000	
46	28,841	*
AVERAGE "*"	59,390	
AVERAGE R1	64,354	
AVERAGE ALL	58,525	

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY	
1	112,000	*
2	93,802	*
3	91,800	*
4	91,600	*
5	90,565	*
6	90,500	*
7	87,450	*
8	84,850	*
9	82,992	*
10	82,448	*
11	82,417	*
12	82,000	*
13	81,284	*
14	80,766	*
15	79,692	
16	78,110	
17	78,100	*
18	77,407	*
19	77,070	*
20	77,062	
21	76,700	*
22	75,544	*
23	75,000	*
24	74,873	*
25	74,378	*

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK (CONTINUED)	SALARY
26	74,015 *
27	73,921
28	73,000 *
29	70,572 *
30	70,200 *
31	68,500 *
32	68,000 *
33	67,500 *
34	67,000 *
35	66,760 *
36	66,524 *
37	66,144 *
38	65,837 *
39	65,424 *
40	64,997 *
41	64,478 *
42	63,636
43	63,629 *
44	63,035 *
45	63,025
46	62,831 *
47	62,588 *
48	62,000
49	61,800 *
50	60,471
51	60,264 *
52	60,000 *
53	60,000
54	58,676 *
55	58,371 *
56	58,000 *
57	57,000
58	56,975
59	56,496
60	55,900 *
61	55,692 *
62	55,525 *
63	55,000 *
64	54,086
65	53,980
66	53,900 *
67	53,515 *
68	53,000 *
69	52,910
70	52,536 *
71	(52,500)*

RANK	SALARY
72	52,370 *
73	51,880 *
74	51,804 *
75	49,000 *
76	48,634 *
77	48,162 *
78	47,996 *
79	47,860 *
80	46,575 *
81	45,950 *
82	45,500 *
83	45,000 *
84	42,748 *
85	42,346
86	41,797 *
87	37,736 *
88	37,573
AVERAGE "*"	65,666
AVERAGE R1	69,569
AVERAGE R2	62,276
AVERAGE D1	58,999
AVERAGE ALL	64,677

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	95,500 *
2	94,560 *
3	94,000 *
4	81,856 *
5	80,800 *
6	80,322 *
7	80,300 *
8	79,135
9	79,000 *
10	78,660 *
11	77,787 *
12	77,000 *
13	76,500 *
14	75,001 *
15	74,898 *
16	74,438 *
17	74,263 *
18	74,100 *
19	73,980 *
20	73,056
21	71,925 *
22	71,413 *
23	71,000 *
24	70,708
25	70,303 *
26	70,200 *
27	70,000
28	69,000 *
29	68,606 *
30	67,434 *
31	67,296 *
32	67,273 *
33	67,008 *
34	67,000
35	66,868
36	66,700 *
37	66,700 *
38	66,453 *
39	66,340 *
40	65,400 *
41	65,166 *
42	65,000 *
43	65,000 *
44	64,425 *
45	64,200 *
46	63,861 *
47	63,774 *
48	63,649 *
49	63,546
50	62,595
51	62,372 *
52	61,800 *
53	61,000 *
54	60,000 *
55	59,180 *
56	58,600 *
57	58,403
58	58,400 *
59	58,360 *
60	58,193
61	58,104 *
62	58,000 *
63	58,000
64	56,844
65	56,430
66	56,430
67	54,705 *
68	54,567 *
69	54,450 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK (CONTINUED)	SALARY
70	53,990 *
71	53,980
72	(52,500)*
73	52,492
74	52,240 *
75	52,213 *
76	52,068 *
77	51,900 *
78	51,500 *
79	51,296
80	51,016 *
81	51,000 *
82	50,000 *
83	49,900 *
84	49,464 *
85	47,600 *
86	47,416 *
87	47,100 *
88	44,000 *
89	43,894 *
90	43,500 *
91	42,984 *
92	42,979 *
93	40,755 *
94	34,900 *

AVERAGE "*"	63,163
AVERAGE R1	65,775
AVERAGE R2	60,989
AVERAGE D1	60,501
AVERAGE ALL	62,963

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	89,900 *
2	82,650 *
3	81,580 *
4	81,000 *
5	80,000 *
6	76,195 *
7	74,660 *
8	74,300 *
9	73,488 *
10	72,000 *
11	72,000 *
12	72,000 *
13	71,000
14	69,900 *
15	69,300 *
16	69,000 *
17	69,000 *
18	68,400 *
19	68,400 *
20	68,364 *
21	68,000 *
22	67,995 *
23	67,284
24	67,015 *
25	66,754 *
26	66,063 *
27	66,000 *
28	65,900 *
29	65,800 *
30	65,675 *
31	65,424
32	65,000 *
33	64,400 *
34	64,350 *
35	64,350 *
36	63,952 *
37	63,860 *
38	63,860 *
39	63,324 *
40	62,633
41	62,531 *
42	62,196 *
43	62,196
44	62,076
45	62,000 *
46	61,897 *
47	61,241
48	61,000
49	61,000 *
50	60,365 *
51	60,059
52	60,000 *
53	58,830 *
54	58,600 *
55	57,937 *
56	57,771 *
57	57,647 *
58	57,443
59	57,000 *
60	56,869 *
61	56,292 *
62	56,000 *
63	55,629
64	55,525 *
65	55,439
66	54,370 *
67	53,883 *
68	53,580 *
69	53,460 *
70	53,382
71	53,004 *
72	52,614
73	52,362 *
74	52,328 *
75	52,000 *
76	51,768 *
77	51,500 *
78	51,500 *
79	51,396 *
80	51,191 *
81	50,749 *
82	50,016 *
83	50,000 *
84	49,625 *
85	49,448 *
86	47,976 *
87	47,221 *
88	46,929 *
89	45,560 *
90	45,500 *
91	44,405
92	43,800 *
93	39,227

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

(CONTINUED)

AVERAGE "*"	61,507
AVERAGE R1	64,622
AVERAGE R2	58,991
AVERAGE D1	58,221
AVERAGE ALL	60,937

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	104,900 *
2	102,855 *
3	99,516 *
4	98,364 *
5	93,612 *
6	88,300 *
7	85,333 *
8	84,800 *
9	83,930 *
10	79,550 *
11	79,000 *
12	78,700 *
13	78,500 *
14	77,500 *
15	77,046 *
16	77,000 *
17	76,500 *
18	75,000 *
19	74,988
20	74,000 *
21	72,088 *
22	72,054 *
23	72,000 *
24	71,784 *
25	71,020 *
26	69,588 *
27	69,279 *
28	68,390 *
29	67,900 *
30	67,479 *
31	67,050 *
32	66,340 *
33	66,303 *
34	65,500 *
35	65,477
36	65,311
37	64,046 *
38	63,502 *
39	63,501
40	62,990 *
41	62,983 *
42	62,730
43	62,640 *
44	62,458
45	61,797 *
46	61,480 *
47	61,301 *
48	60,401 *
49	60,264 *
50	60,000 *
51	60,000 *
52	59,634 *
53	59,010 *
54	58,897 *
55	58,370 *
56	58,008 *
57	58,000 *
58	58,000 *
59	58,000 *
60	57,120 *
61	57,048 *
62	56,788 *
63	56,520
64	56,430
65	55,650
66	55,161 *
67	54,776 *
68	54,500 *
69	54,126 *
70	54,064 *
71	53,820 *
72	53,400
73	52,667 *
74	52,096 *
75	52,000 *
76	51,828 *
77	51,058 *
78	50,720 *
79	50,000
80	49,416 *
81	47,628 *
82	47,604
83	47,401 *
84	47,112 *
85	46,000 *
86	43,396
87	40,755 *
88	39,000
89	38,004 *
90	36,191 *
91	33,680 *

AVERAGE "*"	64,733
AVERAGE R1	71,483
AVERAGE R2	57,832
AVERAGE D1	55,521
AVERAGE ALL	63,527

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	148,000 *
2	144,192 *
3	143,222 *
4	125,000 *
5	123,964 *
6	123,700 *
7	121,132 *
8	119,700 *
9	118,396 *
10	113,000 *
11	112,970 *
12	111,077 *
13	110,366 *
14	110,235 *
15	107,949 *
16	107,700 *
17	104,485 *
18	102,133 *
19	100,045 *
20	99,303 *
21	99,060 *
22	96,272 *
23	93,827 *
24	92,300 *
25	91,920
26	91,800 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK (CONTINUED)	SALARY
27	91,738 *
28	91,217 *
29	89,800
30	89,610 *
31	89,414
32	88,994 *
33	88,475 *
34	87,817 *
35	87,312 *
36	86,508 *
37	86,268 *
38	85,783 *
39	85,104 *
40	84,400
41	84,039 *
42	83,574 *
43	83,412 *
44	83,400 *
45	81,000 *
46	80,442 *
47	80,024 *
48	79,992 *
49	79,824 *
50	79,549
51	78,500 *
52	77,570
53	77,040 *
54	76,500 *
55	74,970
56	72,954 *
57	72,800 *
58	71,500 *
59	71,352 *
60	70,008
61	70,000 *
62	68,079 *
63	67,000 *
64	64,572
65	63,723
66	63,440 *
67	62,000 *
68	61,428
69	60,528 *
70	59,450 *
71	58,710 *
72	57,000 *
73	56,214 *
74	54,627 *
75	50,881
76	49,000
77	48,000 *
78	45,750
79	45,667 *
80	44,936 *
81	44,558 *
82	44,129 *
83	41,475
AVERAGE "*"	87,490
AVERAGE R1	93,340
AVERAGE R2	81,152
AVERAGE D1	71,711
AVERAGE ALL	84,142

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	83,298 *
2	79,421
3	77,793 *
4	77,300 *
5	77,000 *
6	74,556 *
7	72,492
8	72,223 *
9	71,006 *
10	68,890 *
11	68,501 *
12	68,000 *
13	67,325 *
14	67,000 *
15	66,267 *
16	65,004
17	64,150 *
18	64,022 *
19	63,190 *
20	62,970 *
21	62,900 *
22	61,710 *
23	60,225 *
24	60,000 *
25	59,673 *
26	59,328 *
27	58,632 *
28	58,390
29	58,330 *
30	58,322 *
31	57,780
32	57,329 *
33	57,250 *
34	57,100 *
35	56,849 *
36	56,812
37	56,784 *
38	56,780 *
39	56,650 *
40	56,096 *
41	55,900 *
42	55,404 *
43	55,395 *
44	55,129 *
45	54,216 *
46	54,015
47	53,600
48	53,346 *
49	52,732 *
50	51,605 *
51	51,240 *
52	50,597
53	50,470 *
54	50,287 *
55	50,222
56	49,280
57	49,140 *
58	48,900 *
59	48,853 *
60	48,500 *
61	48,300 *
62	48,175 *
63	48,162 *
64	47,973 *
65	47,740 *
66	47,709
67	47,660 *
68	47,148 *
69	46,510 *
70	45,432 *
71	44,860 *
72	44,300 *
73	43,862 *
74	43,745 *
75	43,500 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK (CONTINUED)	SALARY
76	43,311 *
77	41,774 *
78	41,100 *
79	40,598
80	39,804 *
81	38,412 *
82	38,151
83	38,000 *
84	37,220 *
85	36,082
86	35,655
87	34,930
88	34,510 *
AVERAGE "*"	55,353
AVERAGE R1	60,803
AVERAGE R2	50,999
AVERAGE D1	50,563
AVERAGE ALL	54,668

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	(116,724)*
2	114,000 *
3	106,901 *
4	105,000 *
5	101,263 *
6	99,751 *
7	96,600 *
8	96,122 *
9	96,000 *
10	94,973 *
11	94,914 *
12	94,200 *
13	92,600 *
14	88,795 *
15	88,661 *
16	85,600 *
17	84,667 *
18	(84,250)*
19	82,160
20	82,000 *
21	81,000 *
AVERAGE "*"	95,201
AVERAGE R1	100,796
AVERAGE ALL	94,580

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	118,300 *
2	116,000 *
3	99,700 *
4	94,059 *
5	93,464 *
6	(89,393)
7	87,456
8	86,400
9	84,975 *
10	84,700 *
11	(84,250)*
12	79,200 *
13	78,962 *
14	78,681 *
15	78,600
16	77,605 *
17	77,251 *
18	76,145 *
19	75,700
20	75,235
21	74,000 *
22	72,930 *
23	72,846 *
24	(71,828)*
25	71,755
26	70,550 *
27	70,307 *
28	70,137 *
29	70,000 *
30	69,500 *
31	69,160 *
32	68,437 *
33	67,218 *
34	66,398 *
35	66,216 *
36	65,200 *
37	63,840 *
38	63,693
39	62,000
40	60,800 *
41	60,770
42	60,240 *
43	60,000 *
44	60,000 *
45	59,148 *
46	58,088 *
47	58,000 *
48	57,300 *
49	57,115 *
50	55,000
51	53,078 *
52	52,578 *
53	49,000 *
54	46,350 *
55	44,796 *
56	44,611 *
57	41,811
58	41,785 *
59	34,812 *
AVERAGE "*"	69,140
AVERAGE R1	76,261
AVERAGE R2	63,895
AVERAGE D1	63,489
AVERAGE ALL	69,447

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	122,000 *
2	110,000 *
3	103,200 *
4	102,800
5	102,688 *
6	101,890 *
7	98,500 *
8	97,237 *
9	96,000 *
10	91,761 *
11	90,900 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK (CONTINUED)	SALARY
12	90,341 *
13	89,500 *
14	(89,393)
15	89,367 *
16	87,975 *
17	87,955 *
18	87,000 *
19	85,787 *
20	85,679 *
21	83,902 *
22	82,000 *
23	81,382 *
24	81,370 *
25	81,277 *
26	81,048 *
27	80,621 *
28	80,141 *
29	79,929 *
30	79,740
31	79,335 *
32	78,500 *
33	78,326 *
34	78,192
35	78,000 *
36	77,870 *
37	77,828 *
38	77,490 *
39	77,010 *
40	77,000 *
41	77,000 *
42	76,400
43	74,648 *
44	74,592 *
45	74,544 *
46	73,982 *
47	73,704 *
48	73,263
49	73,200
50	73,130 *
51	72,500 *
52	72,316 *
53	72,195 *
54	72,120 *
55	(71,828)*
56	70,778 *
57	70,347 *
58	70,011 *
59	70,000 *
60	69,731 *
61	68,500 *
62	68,450
63	68,300 *
64	68,000
65	67,935 *
66	67,679 *
67	66,003 *
68	65,841 *
69	65,280 *
70	64,724 *
71	64,500 *
72	64,450
73	64,150 *
74	63,800
75	63,350 *
76	63,176 *
77	63,132 *
78	63,009 *
79	63,000 *
80	62,500 *
81	62,000
82	60,725 *
83	59,016 *
84	56,608 *
85	55,686
86	50,481 *
87	47,441
88	42,783
89	40,919
AVERAGE "*"	77,427
AVERAGE R1	83,660
AVERAGE R2	71,612
AVERAGE D1	66,871
AVERAGE ALL	75,715

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	90,380 *
2	89,140
3	86,006 *
4	85,513 *
5	84,798 *
6	82,762
7	80,000 *
8	79,786 *
9	79,619 *
10	78,700 *
11	78,322 *
12	78,203 *
13	78,000 *
14	77,300 *
15	76,200 *
16	75,745 *
17	75,104
18	74,984 *
19	73,616
20	73,277 *
21	73,200 *
22	71,955 *
23	71,625 *
24	71,500 *
25	71,000 *
26	70,281 *
27	70,200
28	69,174 *
29	67,150 *
30	67,078 *
31	66,760 *
32	66,500 *
33	66,421 *
34	66,300 *
35	65,000 *
36	64,730 *
37	64,711 *
38	64,630 *
39	64,561 *
40	63,516 *
41	63,338 *
42	62,733 *
43	62,400 *
44	61,850 *
45	61,262
46	60,989 *
47	60,904 *
48	60,559 *
49	59,913 *
50	59,793 *
51	59,500 *
52	59,300 *
53	58,939 *
54	58,000 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

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TABLE I (CONTINUED)

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK (CONTINUED)	SALARY
55	58,000 *
56	57,996 *
57	57,882 *
58	57,332 *
59	57,311 *
60	55,892 *
61	55,596 *
62	55,330 *
63	55,150 *
64	55,000
65	54,557 *
66	54,174 *
67	53,645
68	53,640
69	53,570 *
70	53,562 *
71	53,052 *
72	53,000
73	52,890 *
74	51,990 *
75	51,968 *
76	51,756 *
77	51,552 *
78	51,000 *
79	50,495 *
80	50,400 *
81	49,212 *
82	49,000 *
83	47,753 *
84	47,044 *
85	46,788 *
86	46,700
87	46,224 *
88	46,000 *
89	45,740
90	44,610 *
91	42,804
92	42,579
93	42,480
94	39,041 *
95	38,554 *
96	37,620 *
97	30,008 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	61,762
AVERAGE R1	66,257
AVERAGE R2	58,533
AVERAGE D1	57,760
AVERAGE ALL	61,362

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	140,081 *
2	140,000 *
3	127,800 *
4	(127,070)*
5	125,504 *
6	124,500 *
7	117,500 *
8	115,343 *
9	114,800 *
10	114,000 *
11	112,400 *
12	112,320 *
13	111,660 *
14	111,570 *
15	109,560
16	109,086
17	108,896
18	108,200 *
19	108,150 *
20	107,500 *
21	106,037 *
22	104,624 *
23	104,583 *
24	104,000 *
25	103,692 *
26	103,500
27	103,052 *
28	102,201 *
29	101,108 *
30	101,000 *
31	100,956
32	100,835 *
33	99,864 *
34	97,535 *
35	97,470
36	97,000 *
37	95,500 *
38	95,000 *
39	95,000 *
40	94,800
41	93,439
42	89,095
43	88,824 *
44	88,200 *
45	(86,417)*
46	86,280 *
47	86,231
48	84,501 *
49	82,250
50	81,084 *
AVERAGE "*"	106,275
AVERAGE R1	111,297
AVERAGE R2	104,380
AVERAGE D1	97,759
AVERAGE ALL	104,400

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	132,500 *
2	115,850
3	113,900
4	111,900 *
5	110,743 *
6	110,124 *
7	110,000 *
8	109,250 *
9	101,732 *
10	98,800 *
11	95,500 *
12	95,350 *
13	93,700 *
14	92,689 *
15	92,616 *
16	92,075 *
17	84,000 *
18	80,000 *
19	78,778 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK (CONTINUED)	SALARY
20	78,334 *
21	72,000 *
22	66,597
23	63,414 *
24	60,925 *
25	56,635 *
AVERAGE "*"	91,867
AVERAGE R1	94,367
AVERAGE ALL	92,696

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	146,300 *
2	116,000 *
3	98,977
4	98,500 *
5	97,152
6	(95,943)*
7	93,504 *
8	92,704 *
9	86,750 *
10	86,000 *
11	84,207 *
12	84,048 *
13	84,000 *
14	79,310 *
15	78,800 *
16	78,750 *
17	78,716 *
18	78,000 *
19	77,540 *
20	75,964 *
21	75,104
22	75,000 *
23	74,141 *
24	73,550 *
25	72,832 *
26	71,861 *
27	71,565 *
28	71,448 *
29	69,603 *
30	69,600 *
31	69,360 *
32	69,250 *
33	69,136 *
34	68,856 *
35	68,640 *
36	68,000 *
37	67,661 *
38	67,583 *
39	67,268 *
40	67,161 *
41	64,000 *
42	63,500
43	63,000 *
44	62,458
45	60,265 *
46	60,000 *
47	58,655 *
48	58,490
49	57,721 *
50	56,925 *
51	56,844 *
52	56,715 *
53	56,353 *
54	56,000 *
55	55,899 *
56	55,152 *
57	55,001
58	53,472
59	53,200 *
60	52,900 *
61	52,500 *
62	51,975 *
63	50,876 *
64	50,218 *
65	48,362 *
66	48,127 *
67	48,104 *
68	46,570 *
69	46,414
70	45,000 *
71	45,000
72	44,976
73	43,470 *
74	42,955 *
75	40,476 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	68,435
AVERAGE R1	74,568
AVERAGE R2	64,641
AVERAGE D1	64,422
AVERAGE ALL	67,738

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR LEGISLATIVE RELATIONS

RANK	SALARY
1	120,000 *
2	112,000 *
3	101,000 *
4	100,000 *
5	99,814 *
6	90,930 *
7	87,000 *
8	86,748
9	69,489 *
10	67,828 *
AVERAGE "*"	94,229
AVERAGE ALL	93,481

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	135,000
2	107,100 *
3	101,800 *
4	100,682 *
5	(95,943)*
6	94,800 *
7	94,110
8	89,300 *
9	89,000 *
10	88,800 *
11	88,152 *
12	87,550 *
13	87,000 *
14	86,900

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK (CONTINUED)	SALARY
15	86,521 *
16	86,268 *
17	82,635 *
18	76,200 *
19	75,968
20	75,750 *
21	75,252 *
22	75,000 *
23	74,736
24	74,628 *
25	74,190 *
26	73,813 *
27	73,300 *
28	71,700 *
29	70,700 *
30	69,105 *
31	69,007 *
32	67,000 *
33	65,300 *
34	64,800
35	58,680 *
36	57,479 *
37	56,430
38	55,600 *
39	54,316 *
40	52,275 *
41	50,004 *
42	50,000 *
43	47,516 *
44	45,474 *
45	44,280 *
AVERAGE "*"	74,003
AVERAGE R1	80,776
AVERAGE R2	69,687
AVERAGE ALL	75,557

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	180,400 *
2	164,800
3	155,000 *
4	138,000 *
5	137,200 *
6	135,732 *
7	134,900 *
8	129,200 *
9	128,104 *
10	122,500 *
11	115,000 *
12	114,483 *
13	112,750 *
14	111,092 *
15	107,304 *
16	105,000 *
17	105,000 *
18	103,425
19	102,000 *
20	98,800 *
21	97,500 *
22	95,850 *
23	92,000 *
24	92,000
25	91,500
26	90,279 *
27	89,037 *
28	88,434 *
29	88,358 *
30	87,822
31	(86,417)*
32	77,717 *
33	77,576 *
34	77,250 *
AVERAGE "*"	110,099
AVERAGE R1	118,448
AVERAGE ALL	109,777

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	123,500 *
2	113,400 *
3	100,000
4	100,000 *
5	99,750 *
6	97,869 *
7	96,011 *
8	96,000 *
9	(95,500)*
10	94,348 *
11	91,800 *
12	90,288
13	84,999
14	83,779 *
15	83,316 *
16	83,197 *
17	79,413 *
18	78,400
19	78,226 *
20	78,000 *
21	75,756 *
22	75,398 *
23	74,429 *
24	74,348 *
25	73,543 *
26	71,500 *
27	71,000 *
28	69,611 *
29	69,445 *
30	68,500 *
31	68,326
32	67,619 *
33	65,500
34	65,004
35	64,611 *
36	59,000 *
37	56,580 *
38	55,884 *
39	55,000
40	54,000 *
41	53,589 *
42	53,500 *
43	51,192 *
44	51,000 *
45	45,905 *
46	45,000 *
47	44,579

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

(CONTINUED)

AVERAGE "*"	75,672
AVERAGE R1	87,113
AVERAGE R2	68,628
AVERAGE D1	67,895
AVERAGE ALL	75,056

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	115,450 *
2	115,000 *
3	102,600 *
4	(95,500)*
5	88,053 *
6	86,367 *
7	83,500 *
8	80,345 *
9	80,000
10	78,396 *
11	78,270 *
12	78,000 *
13	76,529 *
14	76,525 *
15	76,500 *
16	76,500 *
17	75,712 *
18	75,128 *
19	75,000
20	74,202 *
21	72,975
22	72,696 *
23	71,470
24	71,110 *
25	70,474 *
26	69,881 *
27	69,411 *
28	68,682 *
29	67,068 *
30	67,000 *
31	66,825
32	66,821 *
33	66,820 *
34	66,693
35	65,304 *
36	65,179
37	65,004
38	64,700 *
39	62,418 *
40	60,844 *
41	59,435 *
42	59,124 *
43	59,048 *
44	58,066 *
45	57,312
46	57,070 *
47	56,650 *
48	56,650 *
49	56,236 *
50	56,085 *
51	55,714 *
52	55,647 *
53	55,600 *
54	54,984 *
55	54,600
56	54,000 *
57	53,544 *
58	51,500 *
59	50,392 *
60	49,920 *
61	48,909 *
62	46,700 *
63	45,511 *
64	45,348 *
65	45,030 *
66	45,000 *
67	44,955
68	42,927 *
69	41,772
70	41,200
71	41,090 *
72	40,920
73	40,128 *
74	38,315
75	34,844
76	31,000 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	65,119
AVERAGE R1	71,240
AVERAGE R2	60,945
AVERAGE D1	55,969
AVERAGE ALL	63,476

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	131,183 *
2	118,000 *
3	115,000 *
4	110,736 *
5	109,500 *
6	108,284 *
7	105,804 *
8	104,000 *
9	101,000 *
10	98,634
11	98,500 *
12	97,563 *
13	97,545 *
14	95,830 *
15	93,100 *
16	90,000 *
17	87,500 *
18	85,610 *
19	85,357 *
20	83,200 *
21	68,551 *
22	64,260 *
23	52,709
24	52,600 *
25	49,360 *
26	43,000 *
27	38,456 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

(CONTINUED)

AVERAGE "*" 89,358

AVERAGE R1 100,113

AVERAGE ALL 88,344

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	228,500 *
2	155,100 *
3	140,000 *
4	135,780 *
5	132,676 *
6	132,057 *
7	127,081
8	(127,070)*
9	126,700 *
10	126,000 *
11	124,800 *
12	123,200 *
13	121,510 *
14	120,905 *
15	(120,828)
16	119,600 *
17	118,900 *
18	118,450 *
19	117,391 *
20	116,088 *
21	113,300 *
22	112,500
23	112,415 *
24	112,000 *
25	111,419 *
26	110,725 *
27	109,200 *
28	109,170 *
29	108,640
30	105,497 *
31	105,000 *
32	104,724 *
33	102,244 *
34	101,920 *
35	100,321 *
36	99,612 *
37	98,580 *
38	95,400 *
39	92,520 *
40	87,931 *
41	85,000 *

AVERAGE "*" 117,343

AVERAGE R1 124,322

AVERAGE R2 107,801

AVERAGE ALL 117,335

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	168,000 *
2	147,680 *
3	138,996 *
4	136,000 *
5	130,000 *
6	130,000 *
7	(120,828)
8	119,500 *
9	(119,104)*
10	(119,101)*
11	116,260
12	116,127 *
13	(116,000)*
14	115,860 *
15	112,415 *
16	110,000 *
17	110,000 *
18	108,500 *
19	107,160
20	(107,010)*
21	106,469 *
22	(100,400)*
23	99,500 *
24	98,857 *
25	98,500 *
26	(98,462)*
27	98,000 *
28	95,115 *
29	95,000 *
30	94,942 *
31	89,652
32	(89,426)*
33	87,250
34	86,051
35	84,572
36	83,188 *

AVERAGE "*" 112,488

AVERAGE R1 125,830

AVERAGE R2 101,485

AVERAGE ALL 109,831

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	128,485 *
2	118,500 *
3	111,594 *
4	96,204 *
5	90,226 *
6	89,707 *
7	87,800
8	87,660 *
9	87,430 *
10	87,017 *
11	86,665 *
12	86,304 *
13	84,538 *
14	80,765
15	80,100 *
16	79,975 *
17	78,400 *
18	78,318 *
19	77,699 *
20	77,012 *
21	76,872 *
22	76,150 *
23	75,000 *
24	74,735 *
25	74,208
26	74,200
27	73,442
28	72,805 *
29	72,800 *
30	72,122 *
31	71,483 *
32	70,968 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK (CONTINUED)	SALARY	
33	70,779	*
34	70,137	*
35	70,019	*
36	69,410	*
37	69,331	*
38	67,000	*
39	67,000	*
40	67,000	*
41	66,407	
42	66,120	*
43	65,976	*
44	65,000	*
45	64,815	*
46	62,892	
47	62,769	*
48	62,559	*
49	61,728	*
50	60,000	*
51	60,000	*
52	59,885	*
53	59,879	*
54	59,824	*
55	59,120	
56	58,820	*
57	57,500	*
58	57,500	*
59	56,941	*
60	56,832	*
61	56,280	*
62	55,976	
63	55,512	*
64	55,458	
65	55,021	*
66	54,000	*
67	53,597	*
68	53,575	*
69	53,457	*
70	53,201	*
71	50,062	*
72	49,144	*
73	44,985	*
74	43,500	
75	42,432	*

RANK (CONTINUED)	SALARY
AVERAGE "*"	70,263
AVERAGE R1	75,905
AVERAGE R2	60,591
AVERAGE D1	67,452
AVERAGE ALL	69,742

DEANS:
AGRICULTURE

RANK	SALARY	
1	175,100	*
2	147,250	*
3	144,850	*
4	135,000	*
5	133,377	*
6	133,032	*
7	132,500	*
8	129,457	*
9	128,750	*
10	128,500	*
11	126,700	*
12	126,000	*
13	125,000	*
14	123,500	*
15	121,000	*
16	120,400	*
17	119,470	*
18	116,000	*
19	115,209	
20	115,000	*
21	115,000	*
22	113,850	*
23	111,526	*
24	111,180	*
25	110,400	*
26	110,166	*
27	108,310	*
28	106,766	*
29	105,780	*
30	(105,060)	*
31	100,433	*
32	100,000	*
33	99,556	*
34	96,108	*
35	96,000	*
36	95,900	*
37	95,004	*
38	95,000	*
39	90,950	*
40	90,000	*
41	84,245	*
42	83,760	*
43	60,230	*
AVERAGE "*"	113,479	
AVERAGE R1	121,613	
AVERAGE R2	106,124	
AVERAGE ALL	113,519	

DEANS:
ARCHITECTURE

RANK	SALARY	
1	143,000	*
2	130,500	*
3	123,000	*
4	122,300	*
5	121,900	*
6	120,500	*
7	116,874	*
8	116,472	*
9	115,056	*
10	113,800	*
11	111,826	*
12	111,000	*
13	110,000	*
14	109,500	*
15	109,000	*
16	108,500	*
17	107,628	*
18	105,946	*
19	105,000	*
20	105,000	*
21	102,794	*
22	102,000	*
23	101,304	*
24	101,150	*
25	100,500	*
26	100,000	*
27	96,771	*
28	96,078	

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE I (CONTINUED)

DEANS:
ARCHITECTURE

RANK (CONTINUED)	SALARY
29	95,850
30	95,790 *
31	93,628 *
32	91,970 *
33	91,443 *
34	90,014 *
35	89,255 *
36	84,627 *
37	81,588 *
AVERAGE "*"	106,561
AVERAGE R1	110,730
AVERAGE R2	96,110
AVERAGE ALL	105,988

DEANS:
ARTS AND LETTERS

RANK	SALARY
1	126,400 *
2	125,000 *
3	116,500 *
4	106,000
5	103,344 *
6	100,000
7	(98,910)*
8	85,783 *
AVERAGE "*"	109,323
AVERAGE ALL	107,742

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	183,800 *
2	182,600 *
3	162,500 *
4	161,028 *
5	137,500 *
6	137,455 *
7	137,000 *
8	131,334 *
9	130,000 *
10	126,000
11	125,000 *
12	123,800 *
13	123,000 *
14	121,970 *
15	121,739 *
16	120,000 *
17	120,000 *
18	118,771 *
19	118,200 *
20	118,000
21	116,000 *
22	115,000 *
23	114,700 *
24	114,500
25	114,500
26	114,400 *
27	111,200 *
28	111,008 *
29	110,160
30	110,000 *
31	106,889 *
32	106,717 *
33	106,428 *
34	106,088 *
35	104,745
36	104,624 *
37	104,259 *
38	103,925 *
39	103,573 *
40	103,200 *
41	103,000 *
42	103,000 *
43	102,500
44	101,850 *
45	101,460 *
46	100,700 *
47	100,464 *
48	100,000
49	99,900 *
50	99,638 *
51	99,036 *
52	97,800 *
53	97,785
54	95,000 *
55	93,156
56	92,112 *
57	90,118 *
58	89,878
59	86,520
60	82,555 *
61	81,495
62	79,190
63	74,760 *
64	66,685 *
AVERAGE "*"	114,036
AVERAGE R1	123,739
AVERAGE R2	104,815
AVERAGE D1	104,170
AVERAGE ALL	111,253

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	211,500 *
2	189,000
3	188,300 *
4	176,300 *
5	175,000 *
6	175,000 *
7	169,950 *
8	165,000 *
9	165,000 *
10	163,768 *
11	161,238 *
12	160,700
13	160,000 *
14	159,000 *
15	159,000 *
16	158,379 *
17	155,808 *
18	155,000 *
19	155,000 *
20	152,250 *
21	146,208 *
22	144,200 *
23	143,800 *
24	141,800 *
25	141,500
26	140,791 *
27	138,522 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

DEANS:
BUSINESS MANAGEMENT
(CONTINUED)

RANK	SALARY
28	135,675 *
29	134,967 *
30	134,405
31	134,000 *
32	133,900 *
33	132,000 *
34	130,098 *
35	127,000 *
36	125,000 *
37	124,720 *
38	124,630 *
39	124,450 *
40	124,204 *
41	123,000 *
42	122,986 *
43	122,004 *
44	121,167 *
45	121,000 *
46	120,175 *
47	120,000
48	119,699 *
49	119,387 *
50	119,061
51	118,008 *
52	116,576 *
53	116,200 *
54	116,075 *
55	116,000 *
56	115,683 *
57	114,153
58	113,520 *
59	112,551 *
60	111,558 *
61	110,770 *
62	110,000 *
63	109,725 *
64	109,500 *
65	109,202 *
66	108,500 *
67	106,603 *
68	106,500 *
69	106,375 *
70	106,080 *
71	105,924 *
72	105,571
73	105,160 *
74	105,000 *
75	105,000 *
76	104,886 *
77	104,600
78	103,356 *
79	103,200
80	102,996 *
81	100,260
82	100,000 *
83	99,066 *
84	95,568 *
85	95,124 *
86	91,728 *
87	89,262 *
88	87,035
89	84,670 *
90	79,990
91	73,020 *
AVERAGE "*"	127,706
AVERAGE R1	138,408
AVERAGE R2	120,630
AVERAGE D1	115,420
AVERAGE ALL	126,599

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	135,500 *
2	125,000 *
3	112,000 *
4	109,014 *
5	108,500 *
6	105,780
7	104,510 *
8	102,323 *
9	102,000 *
10	100,721 *
11	100,000 *
12	100,000 *
13	99,000 *
14	98,515 *
15	94,764 *
16	94,750 *
17	94,600 *
18	94,417 *
19	94,178 *
20	93,763 *
21	93,347 *
22	93,318
23	92,124 *
24	91,908 *
25	91,567 *
26	91,420 *
27	91,272 *
28	91,190 *
29	90,747 *
30	88,847 *
31	88,433 *
32	88,000
33	86,258 *
34	86,056 *
35	84,195 *
36	82,456
37	81,000 *
38	80,255 *
39	80,248 *
40	80,018 *
41	78,500 *
42	77,559 *
43	77,479 *
44	76,759
45	75,000 *
46	74,902 *
47	72,400 *
48	72,360 *
49	72,100 *
50	71,136
51	69,300 *
52	67,818 *
53	66,538
54	64,368 *
55	63,082 *
56	61,800
57	59,650 *
58	58,000 *
59	56,358 *
60	47,840 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

DEANS:
CONTINUING EDUCATION

(CONTINUED)

AVERAGE "*" 87,291

AVERAGE R1 94,037

AVERAGE R2 83,898

AVERAGE ALL 86,416

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	172,500 *
2	138,800 *
3	121,000
4	116,600 *
5	(112,440)*
6	106,299 *
7	(105,060)*
8	103,500 *
9	97,668 *
10	95,768 *
11	95,000 *
12	92,812 *
13	73,884 *
14	73,000 *

AVERAGE "*" 106,410

AVERAGE ALL 107,452

DEANS:
EDUCATION

RANK	SALARY
1	152,000 *
2	141,800 *
3	140,000 *
4	132,800 *
5	132,500 *
6	132,433 *
7	129,500 *
8	127,600 *
9	127,292 *
10	125,000 *
11	122,004 *
12	120,000 *
13	117,936 *
14	117,600 *
15	117,070 *
16	117,000 *
17	117,000 *
18	116,000
19	115,500 *
20	115,000 *
21	114,330 *
22	113,581 *
23	110,960 *
24	110,400 *
25	110,243 *
26	110,000 *
27	110,000 *
28	109,900 *
29	108,700 *
30	108,150 *
31	108,000
32	108,000 *
33	107,535 *
34	106,600 *
35	106,500 *
36	106,500 *
37	106,469 *
38	106,111 *
39	105,512
40	105,236 *
41	105,000 *
42	104,314 *
43	104,310 *
44	104,215 *
45	103,530 *
46	101,514 *
47	101,510 *
48	100,615 *
49	100,238 *
50	100,008
51	100,000 *
52	100,000 *
53	100,000 *
54	99,580 *
55	98,809 *
56	98,800 *
57	98,500 *
58	98,500 *
59	97,764 *
60	97,700 *
61	97,300
62	(96,720)*
63	96,504
64	95,700
65	95,592 *
66	95,000
67	94,340
68	91,900 *
69	90,480 *
70	90,252 *
71	89,878
72	88,836
73	87,300
74	87,288 *
75	87,012 *
76	87,000 *
77	85,950 *
78	85,550
79	84,727 *
80	84,276 *
81	83,691 *
82	83,430
83	81,915 *
84	80,806 *
85	77,648
86	76,620 *
87	75,875
88	72,670 *
89	72,332 *

AVERAGE "*" 105,800

AVERAGE R1 111,997

AVERAGE R2 98,439

AVERAGE D1 96,759

AVERAGE ALL 103,598

DEANS:
ENGINEERING

RANK	SALARY
1	185,000 *
2	177,800 *
3	175,000 *
4	175,000 *
5	170,001 *
6	170,000 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

DEANS:
ENGINEERING

RANK (CONTINUED)	SALARY
7	161,028 *
8	160,000 *
9	158,300 *
10	155,859 *
11	155,000 *
12	154,880 *
13	152,250 *
14	150,000 *
15	149,238 *
16	148,000 *
17	142,000 *
18	142,000 *
19	139,500 *
20	139,050 *
21	138,433 *
22	135,000 *
23	134,930 *
24	134,111 *
25	133,232
26	133,000 *
27	131,742 *
28	131,440 *
29	130,909 *
30	130,599
31	130,000 *
32	130,000 *
33	130,000
34	130,000 *
35	129,780 *
36	128,752 *
37	127,500 *
38	125,250 *
39	122,000
40	122,000 *
41	121,656
42	120,500 *
43	120,000 *
44	119,000 *
45	118,742 *
46	118,008 *
47	117,408 *
48	116,850 *
49	115,812 *
50	114,820 *
51	114,726 *
52	114,636 *
53	114,415 *
54	113,954
55	111,410 *
56	110,884 *
57	110,830 *
58	110,434 *
59	110,395 *
60	110,260 *
61	109,160 *
62	108,213
63	107,900
64	105,678 *
65	101,498 *
66	101,103 *
67	97,600 *
68	97,272 *
69	97,084 *
70	96,010 *
71	95,472 *
72	94,000
73	92,540 *
74	90,000
75	84,835 *
76	82,000 *
77	81,800 *
78	73,000 *
AVERAGE "*"	127,014
AVERAGE R1	139,082
AVERAGE R2	114,596
AVERAGE ALL	125,493

DEANS:
FINE ARTS

RANK	SALARY
1	135,000 *
2	128,933 *
3	126,680 *
4	120,700 *
5	120,000 *
6	115,500 *
7	108,000
8	104,040 *
9	103,503 *
10	102,900 *
11	102,551 *
12	100,940 *
13	100,700 *
14	100,000 *
15	100,000 *
16	99,000 *
17	98,916
18	(98,910)*
19	98,718 *
20	95,868 *
21	94,800 *
22	94,330 *
23	93,523
24	92,400
25	92,095 *
26	(90,975)*
27	90,296
28	90,204
29	86,435
30	83,500 *
31	81,516 *
32	80,900
33	79,558 *
34	69,033 *
35	67,114 *
AVERAGE "*"	100,254
AVERAGE R1	102,595
AVERAGE ALL	98,501

DEANS:
FORESTRY

RANK	SALARY
1	126,000 *
2	114,300 *
3	112,000 *
4	99,804 *
5	95,850 *
6	92,000 *
7	89,435 *
8	82,812
9	77,110 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

DEANS:
FORESTRY

(CONTINUED)

AVERAGE "*" 100,812

AVERAGE ALL 98,812

DEANS:
GRADUATE

RANK	SALARY
1	153,800 *
2	146,078 *
3	142,000 *
4	131,840 *
5	130,700 *
6	128,369 *
7	(119,104)*
8	(119,101)*
9	118,750 *
10	117,684 *
11	117,000 *
12	(116,000)*
13	115,860 *
14	113,300 *
15	109,765 *
16	108,768 *
17	108,500 *
18	108,000 *
19	(107,010)*
20	105,000 *
21	104,500 *
22	103,586 *
23	103,384 *
24	102,785 *
25	101,027 *
26	100,544
27	(100,400)*
28	100,115 *
29	99,504 *
30	98,800 *
31	98,490 *
32	(98,462)*
33	97,886 *
34	96,905 *
35	96,713 *
36	95,701 *
37	95,000 *
38	94,548
39	94,500 *
40	92,667
41	91,190 *
42	90,000 *
43	90,000 *
44	89,880 *
45	(89,426)*
46	89,200 *
47	88,184 *
48	85,900
49	84,336 *
50	84,174 *
51	84,120 *
52	83,850 *
53	83,500 *
54	83,046 *
55	82,752 *
56	82,400
57	81,084 *
58	81,067 *
59	80,000
60	79,324
61	77,053
62	76,088 *
63	73,730 *
64	70,645 *

AVERAGE "*" 101,797

AVERAGE R1 106,545

AVERAGE R2 95,083

AVERAGE D1 92,600

AVERAGE ALL 99,892

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	(120,828)
2	119,500 *
3	119,300 *
4	112,000 *
5	105,200 *
6	102,752 *
7	(101,977)*
8	101,120 *
9	98,729 *
10	97,308 *
11	(96,720)*
12	89,407
13	83,600
14	76,008 *
15	74,373 *

AVERAGE "*" 100,416

AVERAGE R1 101,028

AVERAGE ALL 99,921

DEANS:
HOME ECONOMICS

RANK	SALARY
1	123,840 *
2	120,517 *
3	116,800 *
4	115,917 *
5	114,000 *
6	110,000 *
7	108,766 *
8	108,200 *
9	105,372 *
10	104,928 *
11	(101,977)*
12	100,425 *
13	100,335
14	99,300 *
15	99,273 *
16	97,128 *
17	97,000 *
18	96,612 *
19	95,474 *
20	92,700 *
21	89,800 *
22	88,913 *
23	84,736 *
24	80,475 *
25	80,300 *
26	77,000 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

DEANS:
HOME ECONOMICS

(CONTINUED)

AVERAGE "*"	100,378
AVERAGE R1	102,924
AVERAGE ALL	100,376

DEANS:
HUMANITIES

RANK	SALARY
1	135,000 *
2	128,933 *
3	115,094
4	110,002 *
5	110,000 *
6	108,454 *
7	108,020 *
8	105,060 *
9	(98,910)*
10	87,194 *
11	82,632 *
12	75,300 *
13	71,467 *
AVERAGE "*"	101,748
AVERAGE R1	103,567
AVERAGE ALL	102,774

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	165,000
2	125,000 *
3	123,000 *
4	122,500 *
5	118,200 *
6	108,294 *
7	107,000 *
8	106,000 *
9	105,000 *
10	104,500 *
11	104,300 *
12	103,750 *
13	103,144 *
14	103,043 *
15	103,000
16	102,907
17	100,500 *
18	97,000 *
19	(95,731)*
20	94,000 *
21	89,000 *
22	88,500 *
23	86,180 *
24	85,008 *
25	81,885
AVERAGE "*"	103,317
AVERAGE R1	105,445
AVERAGE ALL	104,898

DEANS:
LAW

RANK	SALARY
1	214,000
2	196,100 *
3	190,000 *
4	170,000
5	166,020 *
6	165,000 *
7	158,000 *
8	154,800 *
9	152,500 *
10	150,150 *
11	149,350 *
12	148,988 *
13	148,892 *
14	148,555 *
15	148,199 *
16	144,336
17	143,949 *
18	138,000 *
19	137,500 *
20	136,500 *
21	136,312 *
22	135,500
23	135,000 *
24	134,200 *
25	133,705 *
26	132,870 *
27	132,400 *
28	131,997 *
29	130,704 *
30	130,000 *
31	129,842 *
32	129,780 *
33	129,000 *
34	127,415 *
35	125,146 *
36	124,300
37	123,861
38	123,450 *
39	118,000 *
40	117,204 *
41	115,608 *
42	111,012 *
43	110,000 *
44	108,000
45	96,967 *
AVERAGE "*"	138,503
AVERAGE R1	147,403
AVERAGE R2	125,786
AVERAGE ALL	139,625

DEANS:
LIBERAL ARTS

RANK	SALARY
1	137,500 *
2	133,000 *
3	132,980 *
4	130,217 *
5	113,584 *
6	106,000 *
7	105,820 *
8	100,280 *
9	99,192 *
10	97,000 *
11	97,000
12	96,600 *
13	96,408 *
14	93,192 *
15	90,563 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

DEANS:
LIBERAL ARTS

(CONTINUED)

AVERAGE "*"	109,453
AVERAGE R1	114,029
AVERAGE ALL	108,622

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	178,300 *
2	111,000 *
3	110,000 *
4	107,000 *
5	100,500 *
6	98,900 *
7	98,700 *
8	97,708 *
9	97,000 *
10	96,157
11	95,810 *
12	(95,731)*
13	91,000 *
14	90,180 *
15	88,915 *
16	85,300 *
17	84,083 *
18	80,000 *
19	78,000
20	74,632
AVERAGE "*"	100,596
AVERAGE R1	104,859
AVERAGE ALL	97,946

DEANS:
MATHEMATICS

RANK	SALARY
1	120,000 *
2	119,657 *
3	119,000 *
4	(112,440)*
5	102,999 *
AVERAGE "*"	114,819
AVERAGE ALL	114,819

DEANS:
MUSIC

RANK	SALARY
1	140,500 *
2	134,287 *
3	125,500 *
4	110,000 *
5	108,465 *
6	101,930 *
7	100,000 *
8	96,736 *
9	96,300
10	92,000 *
11	(90,975)*
12	90,420 *
13	88,608 *
14	88,057 *
15	80,000 *
AVERAGE "*"	103,391
AVERAGE ALL	102,919

DEANS:
PUBLIC AFFAIRS

RANK	SALARY
1	136,000 *
2	134,367 *
3	126,200 *
4	107,650
5	105,462 *
6	101,988 *
7	96,455 *
8	58,500

RANK SALARY (CONTINUED)

AVERAGE "*"	116,745
AVERAGE ALL	108,328

DEANS:
SCIENCE

RANK	SALARY
1	184,500 *
2	160,000 *
3	140,000 *
4	135,250 *
5	131,500
6	130,000 *
7	129,400 *
8	125,500 *
9	122,055 *
10	120,000 *
11	120,000
12	120,000 *
13	119,500 *
14	118,593
15	114,649 *
16	(112,440)*
17	111,124 *
18	110,912
19	108,000 *
20	107,840 *
21	106,469 *
22	106,000 *
23	105,000
24	103,356 *
25	102,999 *
26	101,408 *
27	101,052 *
28	91,008 *
29	90,686 *
30	82,200 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

DEANS:
SCIENCE

(CONTINUED)

AVERAGE "*"	117,017
AVERAGE R1	123,485
AVERAGE ALL	117,048

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	150,816 *
2	129,500 *
3	128,600 *
4	128,300 *
5	119,638 *
6	119,181 *
7	111,417 *
8	108,150 *
9	107,870 *
10	107,734 *
11	106,933 *
12	106,680 *
13	105,523
14	103,443 *
15	97,136 *
16	80,855
17	74,443 *
AVERAGE "*"	113,323
AVERAGE R1	116,860
AVERAGE ALL	110,954

DEANS:
SOCIAL WORK

RANK	SALARY
1	139,800 *
2	131,197 *
3	130,100 *
4	126,600 *
5	117,000 *
6	116,390 *
7	116,388 *
8	112,600 *
9	108,000 *
10	105,000 *
11	104,675
12	104,000
13	102,943 *
14	(101,977)*
15	101,970 *
16	101,660
17	100,010 *
18	100,000 *
19	96,957 *
20	92,217 *
21	92,000 *
22	91,041 *
23	90,063 *
24	87,150 *
25	86,016 *
26	86,000 *
27	85,520 *
28	85,309 *
29	82,914 *
AVERAGE "*"	103,275
AVERAGE R1	105,036
AVERAGE ALL	103,293

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY
1	115,200 *
2	111,830 *
3	110,001 *
4	105,000 *
5	97,942 *
6	97,500 *
7	95,200 *
8	88,042 *
9	84,462 *
10	79,385 *
11	74,400 *
12	68,015 *
13	61,875 *
14	55,000

RANK SALARY
(CONTINUED)

AVERAGE "*"	91,450
AVERAGE ALL	88,847

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	107,730 *
2	107,496 *
3	95,880 *
4	95,004 *
5	91,997
6	90,114 *
7	90,000 *
8	83,550
9	81,371 *
10	69,062 *
11	48,250
AVERAGE "*"	92,082
AVERAGE ALL	87,314

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	178,190 *
2	177,300 *
3	176,800 *
4	156,500 *
5	153,030 *
6	149,000
7	148,632 *
8	137,173 *
9	132,500 *
10	132,350 *
11	126,001 *
12	125,645 *
13	125,215 *
14	124,812 *
15	115,000 *
16	107,495 *
17	95,016 *
18	55,000

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

TABLE I (CONTINUED)

MEDICAL DEANS:
DENTISTRY

(CONTINUED)

AVERAGE "*"	138,229
AVERAGE R1	137,482
AVERAGE ALL	134,203

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

RANK	SALARY
1	170,000
2	130,600 *
3	128,000 *
4	128,000 *
5	127,800 *
6	(118,536)
7	115,700 *
8	114,500
9	105,500
10	104,040 *
11	103,063 *
12	99,838 *
13	98,604 *
14	96,629
15	95,949 *
16	94,500 *
17	94,306 *
18	92,597 *
19	91,520 *
20	90,517 *
21	89,600
22	87,826
23	80,885
24	80,334
25	78,213 *
26	77,410 *
27	66,005 *

RANK SALARY (CONTINUED)

AVERAGE "*"	100,926
AVERAGE R1	108,402
AVERAGE ALL	102,240

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	420,717 *
2	311,575 *
3	297,000
4	294,800 *
5	286,809 *
6	280,961 *
7	275,000 *
8	274,841
9	260,314 *
10	247,241 *
11	233,500 *
12	230,000 *
13	225,000 *
14	224,418 *
15	219,000 *
16	207,747 *
17	189,257 *
18	180,626 *
19	170,055 *
20	167,867 *
21	167,112 *
22	165,224
23	154,868 *
24	152,280
25	142,800 *
26	141,018 *
27	139,766 *
28	135,950 *
29	132,480 *
30	128,849 *
31	81,144 *
32	71,000 *

RANK SALARY (CONTINUED)

AVERAGE "*"	204,281
AVERAGE R1	224,524
AVERAGE ALL	206,538

MEDICAL DEANS:
NURSING

RANK	SALARY
1	154,800 *
2	142,128 *
3	132,000 *
4	125,500 *
5	124,800 *
6	122,384 *
7	122,105 *
8	121,552 *
9	121,540 *
10	121,419 *
11	121,000 *
12	115,600 *
13	115,506 *
14	115,000 *
15	113,700 *
16	113,300 *
17	112,476 *
18	112,416 *
19	110,970
20	109,341 *
21	108,655 *
22	108,341 *
23	105,590
24	(101,977)*
25	101,000 *
26	100,940 *
27	100,700 *
28	100,512 *
29	100,351 *
30	99,000 *
31	98,332 *
32	97,302 *
33	97,153 *
34	95,400
35	94,800
36	94,500 *
37	92,550 *
38	92,250 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

MEDICAL DEANS:
NURSING

RANK (CONTINUED)	SALARY
39	92,188 *
40	91,824
41	90,896 *
42	90,000 *
43	89,128 *
44	86,986 *
45	85,000 *
46	84,789 *
47	79,853 *
48	78,883 *
49	76,520 *
50	73,478 *
AVERAGE "*"	105,286
AVERAGE R1	113,284
AVERAGE R2	97,994
AVERAGE ALL	104,729

MEDICAL DEANS:
OPTOMETRY

RANK	SALARY
1	126,250 *
2	119,637 *
3	116,000 *
4	110,592 *
AVERAGE "*"	118,120
AVERAGE ALL	118,120

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	164,300 *
2	154,000 *
3	140,500 *
4	140,000 *
5	138,500 *
6	136,762 *
7	133,500 *
8	133,000 *
9	131,300 *
10	123,500 *
11	121,500
12	121,000 *
13	120,510 *
14	120,265 *
15	(118,536)
16	115,927 *
17	113,302 *
18	111,240 *
19	108,000 *
20	107,000 *
21	106,469 *
22	103,827 *
23	103,200 *
24	103,018 *
25	102,858 *
26	97,728 *
27	95,000 *
28	91,652
29	84,800
30	83,900 *
31	73,936 *
AVERAGE "*"	117,872
AVERAGE R1	123,343
AVERAGE ALL	116,098

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	176,350 *
2	152,500 *
3	141,500 *
4	127,543 *
5	120,566
6	102,451 *
7	92,628 *
8	74,698 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	123,953
AVERAGE ALL	123,530

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	150,000 *
2	149,116 *
3	136,500 *
4	135,850 *
5	130,000 *
6	128,500 *
7	128,000 *
8	127,930 *
9	127,000 *
10	124,000 *
11	123,500 *
12	122,000 *
13	120,997 *
14	119,800 *
15	117,760 *
16	117,420 *
17	110,004
18	105,000 *
19	103,300 *
20	100,100 *
21	99,000 *
AVERAGE "*"	123,289
AVERAGE R1	126,700
AVERAGE ALL	122,656

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

BEST COPY AVAILABLE

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES REPRESENTING FORTY SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The Universities participating from this region are:

*AUBURN UNIVERSITY
*UNIVERSITY OF ALABAMA
*UNIVERSITY OF ALABAMA AT BIRMINGHAM
*FLORIDA STATE UNIVERSITY
*UNIVERSITY OF FLORIDA
GEORGIA INSTITUTE OF TECHNOLOGY
GEORGIA STATE UNIVERSITY
*UNIVERSITY OF GEORGIA
*UNIVERSITY OF KENTUCKY
*UNIVERSITY OF LOUISVILLE
*MISSISSIPPI STATE UNIVERSITY
UNIVERSITY OF SOUTHERN MISSISSIPPI
*UNIVERSITY OF MISSISSIPPI
*NORTH CAROLINA STATE UNIVERSITY
*UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
*UNIVERSITY OF NORTH CAROLINA AT GREENSBORO
*CLEMSON UNIVERSITY
*UNIVERSITY OF SOUTH CAROLINA
*UNIVERSITY OF MEMPHIS
*UNIVERSITY OF TENNESSEE, KNOXVILLE
*UNIVERSITY OF SOUTH FLORIDA
*TENNESSEE STATE UNIVERSITY

* Member of the National Association of State and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
ATLANTA REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM
OF MULTI-CAMPUSES

RANK	SALARY
1	176,390 *
2	138,213
3	110,000 *

AVERAGE "*" 141,534

AVERAGE ALL 141,534

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	217,220 *
2	197,220 *
3	195,933 *
4	195,600 *
5	175,000 *
6	169,000 *
7	167,570 *
8	166,940
9	165,750 *
10	161,736 *
11	150,360 *
12	150,360 *
13	147,124 *
14	136,760 *
15	129,210 *
16	112,822 *
17	110,000 *
18	110,000 *
19	102,050 *

AVERAGE "*" 155,824

AVERAGE ALL 155,824

ADMINISTRATIVE OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY
1	(115,318)*
2	106,000 *
3	99,782 *
4	(67,018)*

RANK SALARY
(CONTINUED)

AVERAGE "*" 97,030

AVERAGE ALL 97,030

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT

RANK	SALARY
1	(150,000)*
2	123,750 *
3	120,750 *
4	119,200 *
5	116,349 *
6	106,000 *
7	101,115 *
8	99,612 *
9	90,000 *
10	69,780 *

AVERAGE "*" 109,656

AVERAGE ALL 109,656

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	98,280
2	96,414 *
3	94,700 *
4	92,000 *
5	89,260 *
6	82,368 *
7	79,501 *
8	68,412 *
9	62,938 *
10	56,048 *
11	55,000
12	46,564 *

AVERAGE "*" 76,790

AVERAGE ALL 76,790

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
HEALTH

RANK	SALARY
1	343,870 *
2	215,451 *
3	208,000 *
4	180,626 *
5	171,500 *
6	144,000 *

AVERAGE "*" 210,575

AVERAGE ALL 210,575

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
INFORMATION MANAGEMENT

RANK	SALARY
1	160,000 *
2	(115,318)*
3	114,840 *
4	95,262 *
5	94,500 *

AVERAGE "*" 115,984

AVERAGE ALL 115,984

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	103,000 *
2	100,000 *
3	99,834 *
4	91,559 *
5	90,700 *
6	86,040
7	80,850 *
8	76,032 *
9	76,000 *
10	76,000 *
11	75,566 *
12	70,700 *
13	70,496 *
14	68,050 *
15	64,720 *
16	62,736 *

* = NASULGC

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK (CONTINUED)	SALARY
17	56,280 *
AVERAGE "*"	79,327
AVERAGE ALL	79,327

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	98,750 *
2	80,500 *
3	79,270 *
4	75,197 *
5	74,000 *
6	70,298 *
7	65,000 *
8	64,000
9	63,960 *
10	61,900 *
11	61,457 *
12	59,165 *
13	58,830 *
14	56,280 *
15	56,222 *
16	46,010 *
17	45,736 *
AVERAGE "*"	65,681
AVERAGE ALL	65,681

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	112,400 *
2	82,000 *
3	76,500 *
4	74,500 *
5	72,000 *
6	68,000 *
7	(67,018)*
8	66,768 *
9	65,760 *
10	63,733 *
11	63,195 *
12	61,000
13	60,000
14	59,885 *
15	55,962 *
16	55,650 *
17	51,751 *
18	48,060 *
19	46,615 *
20	45,000 *
AVERAGE "*"	64,790
AVERAGE ALL	64,790

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	108,500 *
2	108,450 *
3	108,000 *
4	105,000 *
5	98,000 *
6	95,092 *
7	94,714
8	90,000
9	88,484 *
10	85,600 *
11	80,933 *
12	80,499 *
13	76,320 *
14	75,000 *
15	71,320 *
16	66,348 *
AVERAGE "*"	89,516
AVERAGE ALL	89,516

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	90,650 *
2	86,950 *
3	77,460 *
4	74,000 *
5	58,804 *
6	47,000
7	39,656 *
AVERAGE "*"	67,789
AVERAGE ALL	67,789

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	(150,319)*
2	147,050 *
3	(142,900)*
4	140,700 *
5	140,662 *
6	138,670 *
7	136,000 *
8	131,301
9	114,923 *
10	108,048 *
11	85,000 *
AVERAGE "*"	130,507
AVERAGE ALL	130,507

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	194,200 *
2	(150,319)*
3	(142,900)*
4	136,000 *
5	135,173 *
6	135,000 *
7	132,500 *
8	130,960 *
9	130,000
10	126,800 *
11	125,000 *
12	118,576 *

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

ACADEMIC OFFICERS:
PROVOST

(CONTINUED)

AVERAGE "*" 138,119

AVERAGE ALL 138,119

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	112,000 *
2	110,300 *
3	107,200 *
4	106,771 *
5	102,700 *
6	100,940 *
7	98,000
8	97,000 *
9	96,412
10	94,100 *
11	92,060 *
12	89,724 *
13	89,000 *
14	87,193 *
15	87,050 *
16	84,230 *
17	80,250 *
18	80,250 *
19	73,542 *
20	72,200 *
21	57,970 *

AVERAGE "*" 91,376

AVERAGE ALL 91,376

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	114,000 *
2	93,000 *
3	72,100 *
4	70,700 *
5	65,541 *
6	59,568 *
7	51,201
8	49,819 *

AVERAGE "*" 71,991

AVERAGE ALL 71,991

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	(150,000)*
2	132,900 *
3	130,880 *
4	123,000 *
5	122,664 *
6	120,000 *
7	111,896 *
8	111,072 *
9	110,000
10	109,140 *
11	107,750 *
12	101,659 *
13	101,200 *
14	99,612 *
15	99,500 *
16	99,500 *
17	98,000 *
18	78,790 *
19	67,600 *

AVERAGE "*" 109,219

AVERAGE ALL 109,219

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	110,692 *
2	104,100 *
3	(93,700)*
4	83,548 *
5	82,915 *
6	81,100 *
7	79,300 *
8	74,200 *
9	74,000
10	73,899 *
11	68,324 *
12	68,000 *
13	67,560 *
14	67,231 *
15	65,505 *
16	65,465 *
17	60,815
18	60,790 *

AVERAGE "*" 76,730

AVERAGE ALL 76,730

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	(93,700)*
2	62,400
3	59,600 *
4	57,803 *
5	57,090 *
6	54,840 *
7	53,300 *
8	49,888 *
9	48,294 *
10	44,028 *

AVERAGE "*" 58,094

AVERAGE ALL 58,094

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	120,750 *
2	67,800
3	63,156 *
4	55,550 *
5	41,406 *

AVERAGE "*" 69,732

AVERAGE ALL 69,732

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	79,380 *
2	71,159 *
3	68,437 *
4	67,278 *
5	61,560 *
6	59,945 *
7	59,000 *
8	58,000 *
9	56,878 *
10	55,757 *
11	54,353 *
12	53,033 *
13	52,698
14	52,010 *
15	52,000 *
16	51,480
17	50,340 *
18	49,940 *
19	47,450 *
20	38,447 *
AVERAGE "*"	56,957
AVERAGE ALL	56,957

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	86,842 *
2	77,200 *
3	75,179
4	71,720 *
5	70,137 *
6	67,343 *
7	65,800 *
8	65,000 *
9	63,916 *
10	60,000 *
11	60,000 *
12	58,788 *
13	58,000
14	54,999 *
15	53,921 *
16	53,560 *
17	45,208 *
18	41,820 *
19	36,720 *
AVERAGE "*"	61,376
AVERAGE ALL	61,376

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	103,480 *
2	90,500 *
3	82,266 *
4	80,612
5	69,819 *
6	69,000 *
7	67,084 *
8	66,621 *
9	57,600 *
10	57,509 *
11	56,200 *
12	53,995 *
13	52,416 *
14	49,500 *
15	48,400 *
16	48,150
17	36,158 *
AVERAGE "*"	64,077
AVERAGE ALL	64,077

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	62,899 *
2	60,750 *
3	60,000 *
4	58,408 *
5	57,709
6	56,700 *
7	55,045 *
8	55,000 *
9	49,374
10	46,008 *
11	45,629 *
12	45,046 *
13	43,412 *
14	42,813 *
15	38,550 *
16	35,400 *
17	34,306 *
18	31,458 *
AVERAGE "*"	48,806
AVERAGE ALL	48,806

BUSINESS/FISCAL OFFICER
DIRECTOR OF PERSONNEL

RANK	SALARY
1	105,000 *
2	103,700 *
3	102,732
4	90,000 *
5	83,347 *
6	83,000 *
7	82,400 *
8	82,000 *
9	82,000 *
10	79,229 *
11	77,391 *
12	73,750 *
13	73,185 *
14	70,373 *
15	70,000 *
16	68,300 *
17	65,000
18	58,860 *
19	58,665 *
20	58,590 *
21	52,000 *
AVERAGE "*"	77,120
AVERAGE ALL	77,120

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	119,000 *
2	115,000 *
3	109,620 *
4	106,500

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK (CONTINUED)	SALARY
5	104,790
6	103,440 *
7	103,420 *
8	103,000 *
9	102,918 *
10	101,718 *
11	101,000 *
12	100,464 *
13	99,528 *
14	99,086 *
15	95,200 *
16	95,000 *
17	88,750 *
18	86,510 *
19	85,837 *
20	85,476 *
21	63,030 *

AVERAGE "*" 98,537

AVERAGE ALL 98,537

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	81,761 *
2	77,341 *
3	73,000 *
4	72,760
5	70,000 *
6	64,378 *
7	58,796 *
8	56,237 *
9	53,098 *
10	48,150 *
11	47,400 *
12	36,580 *

AVERAGE "*" 61,625

AVERAGE ALL 61,625

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	84,561 *
2	63,640 *
3	58,290 *
4	55,833 *
5	44,282
6	43,670 *
7	41,048 *
8	40,000 *
9	36,500 *

AVERAGE "*" 51,980

AVERAGE ALL 51,980

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	90,500 *
2	82,417 *
3	78,110
4	73,000 *
5	67,000 *
6	63,629 *
7	62,588 *
8	58,000 *
9	55,525 *
10	55,000 *
11	54,086
12	53,515 *
13	53,000 *
14	51,804 *
15	49,000 *
16	47,996 *
17	46,575 *
18	41,797 *
19	37,736 *

AVERAGE "*" 59,015

AVERAGE ALL 59,015

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	94,560 *
2	79,135
3	78,660 *
4	71,000 *
5	70,303 *
6	70,000
7	67,434 *
8	65,400 *
9	61,000 *
10	60,000 *
11	58,400 *
12	54,567 *
13	51,000 *
14	49,900 *
15	49,464 *
16	47,600 *
17	47,416 *
18	43,500 *
19	42,979 *
20	40,755 *
21	34,900 *

AVERAGE "*" 58,951

AVERAGE ALL 58,951

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	68,400 *
2	68,000 *
3	65,675 *
4	60,365 *
5	60,059
6	60,000 *
7	58,600 *
8	57,647 *
9	56,000 *
10	55,629
11	55,525 *
12	53,580 *
13	53,460 *
14	52,000 *
15	51,500 *
16	51,191 *

* = NASULGC

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK (CONTINUED)	SALARY
17	50,749 *
18	50,016 *
19	49,448 *
20	47,221 *
AVERAGE "*"	56,253
AVERAGE ALL	56,253

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	77,000 *
2	74,000 *
3	72,088 *
4	72,054 *
5	69,279 *
6	68,390 *
7	65,500 *
8	62,458
9	60,000 *
10	60,000 *
11	58,370 *
12	57,048 *
13	55,650
14	55,161 *
15	54,776 *
16	54,064 *
17	49,416 *
18	47,628 *
19	47,401 *
20	40,755 *
21	33,680 *
AVERAGE "*"	58,796
AVERAGE ALL	58,796

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	143,222 *
2	118,396 *
3	113,000 *
4	112,970 *
5	104,485 *
6	93,827 *
7	88,475 *
8	87,817 *
9	83,574 *
10	83,400 *
11	81,000 *
12	77,040 *
13	72,800 *
14	70,000 *
15	68,079 *
16	60,528 *
17	58,710 *
18	57,000 *
19	50,881
20	44,129 *
21	41,475
AVERAGE "*"	81,467
AVERAGE ALL	81,467

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	77,793 *
2	72,223 *
3	68,000 *
4	62,970 *
5	58,322 *
6	57,780
7	57,250 *
8	57,100 *
9	56,849 *
10	56,650 *
11	50,597
12	47,973 *
13	44,860 *
14	43,500 *
15	39,804 *
16	38,412 *
17	37,220 *
18	34,510 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	53,434
AVERAGE ALL	53,434

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	101,263 *
2	96,000 *
3	94,200 *
4	82,160
5	81,000 *
AVERAGE "*"	90,925
AVERAGE ALL	90,925

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	116,000 *
2	86,400
3	79,200 *
4	76,145 *
5	72,846 *
6	71,755
7	70,137 *
8	70,000 *
9	69,160 *
10	57,300 *
11	57,115 *
12	44,796 *
13	41,785 *
14	34,812 *
AVERAGE "*"	67,675
AVERAGE ALL	67,675

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	90,900 *

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK (CONTINUED)	SALARY
2	87,955 *
3	82,000 *
4	80,621 *
5	80,141 *
6	77,870 *
7	77,828 *
8	77,490 *
9	73,982 *
10	73,130 *
11	72,316 *
12	69,731 *
13	68,300 *
14	68,000
15	66,003 *
16	65,280 *
17	64,150 *
18	63,350 *
19	63,009 *
20	62,500 *
21	55,686

AVERAGE "*" 72,392

AVERAGE ALL 72,392

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	82,762
2	78,700 *
3	73,616
4	71,000 *
5	66,421 *
6	64,730 *
7	60,989 *
8	59,793 *
9	58,939 *
10	57,882 *
11	55,596 *
12	55,150 *
13	54,557 *
14	53,570 *
15	52,890 *
16	51,552 *
17	50,400 *
18	47,044 *
19	46,224 *
20	39,041 *
21	38,554 *

AVERAGE "*" 58,067

AVERAGE ALL 58,067

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	(127,070)*
2	115,343 *
3	114,800 *
4	112,320 *
5	108,896
6	108,150 *
7	106,037 *
8	104,000 *
9	103,500
10	101,108 *
11	101,000 *

AVERAGE "*" 109,293

AVERAGE ALL 109,293

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	109,250 *
2	95,500 *
3	92,075 *
4	84,000 *

AVERAGE "*" 95,206

AVERAGE ALL 95,206

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	116,000 *
2	(95,943)*
3	78,800 *
4	78,750 *
5	74,141 *
6	73,550 *
7	67,661 *
8	67,583 *
9	67,161 *
10	64,000 *
11	62,458
12	60,000 *
13	56,925 *
14	56,353 *
15	55,152 *
16	55,001
17	52,900 *
18	46,570 *
19	43,470 *

AVERAGE "*" 66,969

AVERAGE ALL 66,969

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	101,800 *
2	100,682 *
3	(95,943)*
4	89,300 *
5	87,000 *
6	76,200 *
7	73,813 *
8	69,007 *
9	64,800
10	54,316 *

AVERAGE "*" 81,286

AVERAGE ALL 81,286

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	134,900 *
2	129,200 *
3	122,500 *

* = NASULGC

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK (CONTINUED)	SALARY	
4	114,483	*
5	103,425	
6	92,000	*
7	89,037	*

AVERAGE "*" 112,221

AVERAGE ALL 112,221

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY	
1	113,400	*
2	99,750	*
3	97,869	*
4	96,011	*
5	96,000	*
6	(95,500)	*
7	91,800	*
8	75,756	*
9	74,429	*
10	68,326	
11	64,611	*
12	56,580	*
13	55,884	*
14	53,500	*
15	45,000	*

AVERAGE "*" 78,961

AVERAGE ALL 78,961

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY	
1	115,450	*
2	(95,500)	*
3	83,500	*
4	78,270	*
5	76,525	*
6	70,474	*
7	66,821	*
8	65,179	
9	64,700	*
10	62,418	*
11	59,048	*
12	56,650	*
13	54,984	*
14	54,600	
15	53,544	*
16	49,920	*
17	48,909	*
18	45,030	*
19	42,927	*

AVERAGE "*" 65,497

AVERAGE ALL 65,497

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY	
1	115,000	*
2	108,284	*
3	93,100	*
4	64,260	*
5	52,600	*
6	49,360	*

AVERAGE "*" 80,434

AVERAGE ALL 80,434

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY	
1	135,780	*
2	(127,070)	*
3	124,800	*
4	119,600	*
5	118,900	*
6	117,391	*
7	112,500	
8	112,000	*
9	109,170	*
10	99,612	*
11	95,400	*

RANK (CONTINUED)	SALARY	
AVERAGE "*"	115,657	
AVERAGE ALL	115,657	

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY	
1	168,000	*
2	136,000	*
3	130,000	*
4	(119,104)	*
5	108,500	*
6	98,857	*
7	94,942	*
8	84,572	

AVERAGE "*" 117,497

AVERAGE ALL 117,497

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY	
1	118,500	*
2	111,594	*
3	96,204	*
4	90,226	*
5	80,765	
6	77,699	*
7	77,012	*
8	76,150	*
9	74,735	*
10	72,800	*
11	72,122	*
12	70,137	*
13	65,000	*
14	59,885	*
15	56,280	*
16	53,597	*
17	53,201	*

AVERAGE "*" 76,818

AVERAGE ALL 76,818

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

DEANS:
AGRICULTURE

RANK	SALARY
1	133,377 *
2	123,500 *
3	121,000 *
4	110,166 *
5	108,310 *
6	100,000 *
7	96,000 *
8	90,950 *
9	60,230 *
AVERAGE "*"	104,837
AVERAGE ALL	104,837

DEANS:
ARCHITECTURE

RANK	SALARY
1	143,000 *
2	120,500 *
3	109,500 *
4	109,000 *
5	108,500 *
6	105,000 *
7	102,000 *
8	95,790 *
9	90,014 *
AVERAGE "*"	109,256
AVERAGE ALL	109,256

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	162,500 *
2	137,000 *
3	125,000 *
4	121,970 *
5	118,771 *
6	114,700 *
7	114,500
8	111,200 *
9	100,700 *
10	99,638 *
11	74,760 *
12	66,685 *
AVERAGE "*"	112,285
AVERAGE ALL	112,285

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	188,300 *
2	175,000 *
3	161,238 *
4	160,700
5	155,000 *
6	144,200 *
7	141,800 *
8	134,000 *
9	132,000 *
10	130,098 *
11	125,000 *
12	124,204 *
13	120,000
14	119,387 *
15	110,770 *
16	109,500 *
17	109,202 *
18	106,375 *
19	105,160 *
20	105,000 *
21	103,356 *
AVERAGE "*"	131,442
AVERAGE ALL	131,442

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	135,500 *
2	100,000 *
3	92,124 *
4	88,000
5	84,195 *
6	81,000 *
7	80,248 *
8	80,018 *
9	78,500 *
10	76,759
11	72,360 *
12	67,818 *
13	63,082 *
14	59,650 *
AVERAGE "*"	82,804
AVERAGE ALL	82,804

DEANS:
EDUCATION

RANK	SALARY
1	140,000 *
2	120,000 *
3	117,070 *
4	117,000 *
5	110,960 *
6	110,000 *
7	108,000
8	107,535 *
9	106,600 *
10	106,500 *
11	105,512
12	104,314 *
13	101,514 *
14	99,580 *
15	97,764 *
16	(96,720)*
17	91,900 *
18	83,691 *
19	72,670 *
AVERAGE "*"	105,123
AVERAGE ALL	105,123

DEANS:
ENGINEERING

RANK	SALARY
1	185,000 *
2	175,000 *
3	139,050 *
4	131,742 *
5	131,440 *

* = NASULGC

DEANS:
ENGINEERING

RANK (CONTINUED)	SALARY
6	128,752 *
7	125,250 *
8	119,000 *
9	116,850 *
10	113,954
11	111,410 *
12	110,395 *
13	109,160 *
14	97,084 *
15	92,540 *
16	82,000 *
AVERAGE "*"	123,039
AVERAGE ALL	123,039

DEANS:
FINE ARTS

RANK	SALARY
1	115,500 *
2	(98,910)*
3	98,718 *
4	95,868 *
5	94,330 *
6	92,095 *
7	79,558 *
AVERAGE "*"	96,426
AVERAGE ALL	96,426

DEANS:
FORESTRY

RANK	SALARY
1	126,000 *
2	114,300 *
3	95,850 *
4	92,000 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	107,038
AVERAGE ALL	107,038

DEANS:
GRADUATE

RANK	SALARY
1	(119,104)*
2	117,000 *
3	109,765 *
4	108,500 *
5	108,000 *
6	104,500 *
7	100,544
8	98,490 *
9	96,905 *
10	95,000 *
11	90,000 *
12	89,880 *
13	89,200 *
14	88,184 *
15	84,174 *
16	84,120 *
17	73,730 *
AVERAGE "*"	97,476
AVERAGE ALL	97,476

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	112,000 *
2	97,308 *
3	(96,720)*
AVERAGE "*"	102,009
AVERAGE ALL	102,009

DEANS:
HOME ECONOMICS

RANK	SALARY
1	116,800 *
2	100,425 *
3	99,300 *
4	99,273 *
5	96,612 *
6	89,800 *
7	84,736 *
AVERAGE "*"	98,135
AVERAGE ALL	98,135

DEANS:
HUMANITIES

RANK	SALARY
1	115,094
2	110,000 *
3	(98,910)*
AVERAGE "*"	108,001
AVERAGE ALL	108,001

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	125,000 *
2	118,200 *
3	108,294 *
4	106,000 *
5	105,000 *
6	102,907
7	(95,731)*
8	89,000 *
AVERAGE "*"	106,267
AVERAGE ALL	106,267

BEST COPY AVAILABLE

TABLE II (CONTINUED)
ATLANTA REGION

DEANS:
LAW

RANK	SALARY
1	158,000 *
2	152,500 *
3	148,988 *
4	135,500
5	133,705 *
6	132,870 *
7	132,400 *
8	131,997 *
9	130,000 *
10	129,000 *
11	123,861
12	118,000 *
AVERAGE "*"	135,568
AVERAGE ALL	135,568

DEANS:
LIBERAL ARTS

RANK	SALARY
1	100,280 *
2	99,192 *
3	90,563 *
AVERAGE "*"	96,678
AVERAGE ALL	96,678

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	110,000 *
2	98,700 *
3	96,157
4	(95,731)*
5	85,300 *
AVERAGE "*"	97,178
AVERAGE ALL	97,178

DEANS:
MUSIC

RANK	SALARY
1	110,000 *
2	96,736 *
3	88,608 *
AVERAGE "*"	98,448
AVERAGE ALL	98,448

DEANS:
SCIENCE

RANK	SALARY
1	160,000 *
2	119,500 *
3	118,593
4	(112,440)*
5	106,000 *
6	103,356 *
AVERAGE "*"	119,982
AVERAGE ALL	119,982

DEANS:
SOCIAL WORK

RANK	SALARY
1	130,100 *
2	105,000 *
3	101,660
4	100,000 *
5	96,957 *
6	91,041 *
7	87,150 *
AVERAGE "*"	101,701
AVERAGE ALL	101,701

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY
1	115,200 *
2	97,500 *
3	95,200 *
4	88,042 *
5	84,462 *
AVERAGE "*"	96,081
AVERAGE ALL	96,081

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	156,500 *
2	148,632 *
3	125,215 *
4	115,000 *
5	107,495 *
AVERAGE "*"	130,568
AVERAGE ALL	130,568

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	130,600 *
2	128,000 *
3	114,500
4	103,063 *
5	95,949 *
6	77,410 *
AVERAGE "*"	108,254
AVERAGE ALL	108,254

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	280,961 *
2	275,000 *
3	207,747 *
4	180,626 *
5	170,055 *
6	152,280

* = NASULGC

MEDICAL DEANS:
MEDICINE

(CONTINUED)

AVERAGE "*"	211,112
AVERAGE ALL	211,112

MEDICAL DEANS:
NURSING

RANK	SALARY
1	142,128 *
2	125,500 *
3	115,506 *
4	112,476 *
5	109,341 *
6	108,341 *
7	105,590
8	92,250 *
9	90,896 *
10	90,000 *
11	89,128 *
12	86,986 *
13	84,789 *
14	76,520 *
15	73,478 *
AVERAGE "*"	100,195
AVERAGE ALL	100,195

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	136,762 *
2	133,500 *
3	123,500 *
4	121,000 *
5	107,000 *
6	103,200 *
7	91,652
AVERAGE "*"	116,659
AVERAGE ALL	116,659

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	176,350 *
2	152,500 *
3	120,566
4	74,698 *
AVERAGE "*"	131,029
AVERAGE ALL	131,029

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	150,000 *
2	130,000 *
3	123,500 *
4	120,997 *
5	103,300 *
6	100,100 *
AVERAGE "*"	121,316
AVERAGE ALL	121,316

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES REPRESENTING FORTY SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The Universities participating from this region are:

ILLINOIS STATE UNIVERSITY
*NORTHERN ILLINOIS UNIVERSITY
*SOUTHERN ILLINOIS UNIVERSITY
*UNIVERSITY OF ILLINOIS AT CHICAGO
*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
BALL STATE UNIVERSITY
*INDIANA UNIVERSITY-BLOOMINGTON
*MICHIGAN STATE UNIVERSITY
*UNIVERSITY OF MICHIGAN
*UNIVERSITY OF MINNESOTA, TWIN CITIES
*BOWLING GREEN STATE UNIVERSITY
*KENT STATE UNIVERSITY
*MIAMI UNIVERSITY
*OHIO STATE UNIVERSITY
*OHIO UNIVERSITY
UNIVERSITY OF AKRON
*UNIVERSITY OF CINCINNATI
*UNIVERSITY OF TOLEDO
*UNIVERSITY OF WISCONSIN-MADISON
*UNIVERSITY OF WISCONSIN-MILWAUKEE
*WAYNE STATE UNIVERSITY
PURDUE UNIVERSITY

* Member of the National Association of State and Universities Land-Grant Colleges.

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM OF MULTI-CAMPUSES

RANK	SALARY
1	236,000 *
2	224,564 *
3	170,000 *
4	168,504 *
5	152,300 *
6	150,000 *
7	150,000 *
8	142,145 *
AVERAGE "*"	174,189
AVERAGE ALL	174,189

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	232,421 *
2	185,400 *
3	183,000 *
4	178,000 *
5	173,500 *
6	169,100
7	158,950 *
8	151,000
9	145,116 *
10	139,500
11	131,760
12	131,685
13	125,939 *
14	122,283 *
15	118,500 *
AVERAGE "*"	156,410
AVERAGE ALL	156,410

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	115,500
2	115,412 *
3	(93,150)

RANK SALARY (CONTINUED)

AVERAGE "*"	108,021
AVERAGE ALL	108,021

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	107,100 *
2	(102,201)
3	102,000
4	89,634 *
AVERAGE "*"	100,234
AVERAGE ALL	100,234

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	97,650 *
2	93,840 *
3	93,036
4	89,000 *
5	88,860
6	88,819 *
7	88,462
8	88,400 *
9	88,200 *
10	83,688 *
11	81,810 *
12	57,690 *
13	55,734 *
14	48,808
15	48,550
AVERAGE "*"	79,503
AVERAGE ALL	79,503

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR INFORMATION MANAGEMENT

RANK	SALARY
1	172,000 *
2	149,004 *
3	105,500 *
4	96,948
5	93,203 *
6	(93,150)
AVERAGE "*"	118,301
AVERAGE ALL	118,301

ADMINISTRATIVE OFFICERS
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	124,200 *
2	122,367 *
3	106,610 *
4	96,400 *
5	94,000 *
6	92,514
7	86,920
8	84,776 *
9	83,450 *
10	82,680
11	81,065 *
12	80,000 *
13	66,624
AVERAGE "*"	92,431
AVERAGE ALL	92,431

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	94,100 *
2	89,675 *
3	83,506 *
4	79,101 *
5	74,334 *
6	72,500 *
7	71,800 *
8	70,776
9	70,000 *
10	69,328
11	65,815
12	63,000 *
13	61,489 *

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK (CONTINUED)	SALARY
14	60,780
15	60,511 *
16	60,000 *
17	55,000 *
18	49,403
19	45,804 *

AVERAGE "*" 68,259

AVERAGE ALL 68,259

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(84,975)
2	84,400 *
3	74,400
4	71,769 *
5	68,383 *
6	67,800 *
7	65,348 *
8	65,261 *
9	65,000 *
10	63,997 *
11	60,600
12	54,366 *
13	50,380
14	43,600 *
15	39,600

AVERAGE "*" 63,992

AVERAGE ALL 63,992

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	156,300 *
2	127,097 *
3	104,256 *
4	100,000 *
5	100,000 *
6	96,096
7	95,604
8	93,378 *
9	92,200
10	90,000 *
11	88,740 *
12	85,381 *
13	76,600 *
14	76,000
15	74,448 *
16	69,794 *
17	66,283 *

AVERAGE "*" 93,657

AVERAGE ALL 93,657

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	107,450 *
2	81,600
3	77,628
4	70,800
5	63,900 *
6	56,455 *
7	53,148 *

AVERAGE "*" 72,997

AVERAGE ALL 72,997

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	201,644 *
2	167,448 *
3	161,200 *
4	153,500 *
5	150,000 *
6	(132,385)
7	128,150 *
8	(123,240)*
9	117,000
10	117,000
11	113,255 *
12	113,000 *
13	110,463 *
14	106,603 *

AVERAGE "*" 135,349

AVERAGE ALL 135,349

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	136,500 *
2	135,000 *
3	(132,385)
4	125,000
5	(123,240)*
6	118,065 *
7	113,850 *
8	113,463

AVERAGE "*" 124,688

AVERAGE ALL 124,688

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	140,000 *
2	122,200 *
3	120,000 *
4	114,000 *
5	113,450 *
6	112,750 *
7	110,078
8	109,224 *
9	103,530 *
10	99,600 *
11	99,396
12	96,060 *
13	95,617 *
14	95,472 *
15	93,600 *
16	90,220 *
17	87,804
18	87,752
19	81,000 *
20	52,820

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

(CONTINUED)

AVERAGE "*"	101,229
AVERAGE ALL	101,229

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	92,000 *
2	82,000 *
3	70,615 *
4	65,769 *
5	65,377 *
6	62,292 *
7	53,750
8	41,412
AVERAGE "*"	66,652
AVERAGE ALL	66,652

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	195,358 *
2	135,000 *
3	123,100 *
4	119,820
5	115,200 *
6	110,062
7	108,400 *
8	104,800 *
9	(102,201)
10	100,032
11	99,982 *
12	99,200 *
13	99,100 *
14	97,788 *
15	93,367 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	113,561
AVERAGE ALL	113,561

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	145,500 *
2	112,951
3	103,764 *
4	96,900 *
5	94,380 *
6	93,840 *
7	93,700 *
8	90,804
9	86,634 *
10	80,944
11	75,400
12	75,000 *
13	68,242 *
14	64,320
15	61,719 *
16	56,985 *
17	56,000 *
AVERAGE "*"	85,711
AVERAGE ALL	85,711

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	103,740 *
2	102,153 *
3	89,154 *
4	78,177 *
5	72,100 *
6	67,416
7	67,000 *
8	66,771 *
9	63,339 *
10	53,800 *
11	51,400 *
12	50,871
13	46,000
14	45,475 *
AVERAGE "*"	68,385
AVERAGE ALL	68,385

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	84,893 *
2	41,250
3	37,550 *
4	35,250 *
AVERAGE "*"	49,736
AVERAGE ALL	49,736

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	110,000 *
2	84,991 *
3	76,500 *
4	71,180 *
5	71,180 *
6	69,900 *
7	68,515 *
8	67,412
9	64,920
10	62,992
11	62,292 *
12	58,344 *
13	54,906 *
14	54,480
15	53,484 *
16	49,337 *
17	48,700 *
18	43,500
19	42,140 *
AVERAGE "*"	63,935
AVERAGE ALL	63,935

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	87,500 *
2	83,000 *
3	66,100 *
4	62,800 *
5	62,700 *
6	62,646 *
7	62,148 *
8	59,661 *
9	58,906
10	57,508
11	57,504 *
12	56,693 *
13	48,400 *
14	47,520
15	45,503 *
16	45,000
17	44,184
18	44,000 *
19	41,725 *

AVERAGE "*" 57,553

AVERAGE ALL 57,553

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	129,000 *
2	95,500 *
3	93,368 *
4	87,160
5	85,980 *
6	81,171
7	71,800 *
8	70,850 *
9	67,846 *
10	67,128
11	65,184
12	57,465
13	56,222 *
14	56,000 *
15	51,420 *
16	48,610 *
17	44,050 *

RANK	SALARY (CONTINUED)
AVERAGE "*"	72,280
AVERAGE ALL	72,280

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	78,900 *
2	68,515 *
3	65,000 *
4	59,305 *
5	58,013 *
6	57,033
7	56,800 *
8	54,204
9	50,250 *
10	46,200
11	45,840
12	41,911 *
13	41,300 *
14	41,058 *
15	40,600 *
16	37,914 *
17	37,700
18	36,775 *

AVERAGE "*" 50,962

AVERAGE ALL 50,962

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	156,300 *
2	119,601 *
3	102,200 *
4	93,975 *
5	84,893 *
6	84,630 *
7	81,378
8	80,184 *
9	75,684
10	73,200 *
11	72,456
12	69,254 *
13	67,626 *
14	64,937 *
15	63,900 *
16	63,180 *
17	62,885 *
18	62,166 *
19	46,000

AVERAGE "*" 80,234

AVERAGE ALL 80,234

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	156,038 *
2	135,732 *
3	123,500 *
4	115,000 *
5	115,000 *
6	110,340
7	107,640
8	103,600 *
9	103,020 *
10	100,000 *
11	96,324
12	96,300 *
13	95,000 *
14	92,000
15	90,300
16	89,542 *
17	87,200 *
18	84,700 *
19	81,000 *

AVERAGE "*" 104,328

AVERAGE ALL 104,328

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	115,500 *
2	81,855 *
3	79,240
4	78,400 *
5	77,555 *

* = NASULGC

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK (CONTINUED)	SALARY
6	75,500 *
7	75,100 *
8	74,133 *
9	73,008 *
10	71,800 *
11	62,004 *
12	59,000

AVERAGE "*" 76,925

AVERAGE ALL 76,925

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	98,400 *
2	81,600
3	78,540 *
4	76,248 *
5	52,290 *
6	51,713 *
7	51,000
8	50,000 *
9	45,996
10	45,320 *

AVERAGE "*" 63,111

AVERAGE ALL 63,111

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	112,000 *
2	91,800 *
3	91,600 *
4	90,565 *
5	82,000 *
6	80,766 *
7	79,692
8	74,378 *
9	73,921
10	70,200 *
11	68,500 *
12	65,424 *
13	64,997 *
14	63,025
15	60,000
16	56,496

AVERAGE "*" 76,585

AVERAGE ALL 76,585

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	95,500 *
2	94,000 *
3	81,856 *
4	80,300 *
5	76,500 *
6	75,001 *
7	73,980 *
8	73,056
9	71,413 *
10	67,296 *
11	66,700 *
12	66,340 *
13	65,000 *
14	63,649 *
15	63,546
16	58,600 *
17	58,403
18	58,193
19	56,844
20	51,900 *
21	47,100 *

AVERAGE "*" 68,818

AVERAGE ALL 68,818

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	89,900 *
2	80,000 *
3	74,660 *
4	74,300 *
5	69,900 *
6	69,300 *
7	67,995 *
8	67,284
9	66,754 *
10	66,063 *
11	65,900 *
12	65,800 *
13	65,424
14	65,000 *
15	62,633
16	62,196 *
17	62,196
18	61,897 *

AVERAGE "*" 68,733

AVERAGE ALL 68,733

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	104,900 *
2	99,516 *
3	93,612 *
4	88,300 *
5	84,800 *
6	83,930 *
7	79,550 *
8	77,500 *
9	74,988
10	71,784 *
11	71,020 *
12	65,477
13	63,501
14	60,401
15	54,500
16	53,820
17	52,000
18	46,000

AVERAGE "*" 73,644

AVERAGE ALL 73,644

TABLE II (CONTINUED)
CHICAGO REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY	
1	144,192	*
2	123,700	*
3	121,132	*
4	119,700	*
5	110,235	*
6	107,700	*
7	92,300	*
8	91,920	
9	91,738	*
10	91,217	*
11	86,508	*
12	79,549	
13	78,500	*
14	77,570	
15	71,352	*
16	70,008	
17	59,450	*

AVERAGE "*" 95,104

AVERAGE ALL 95,104

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY	
1	79,421	
2	74,556	*
3	72,492	
4	71,006	*
5	65,004	
6	63,190	*
7	62,900	*
8	58,390	
9	57,329	*
10	56,784	*
11	55,404	*
12	55,129	*
13	53,346	*
14	51,240	*
15	47,660	*
16	36,082	

RANK SALARY (CONTINUED)

AVERAGE "*" 59,996

AVERAGE ALL 59,996

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY	
1	106,901	*
2	105,000	*
3	88,661	*
4	85,600	*
5	84,667	*

AVERAGE "*" 94,166

AVERAGE ALL 94,166

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY	
1	118,300	*
2	93,464	*
3	(89,393)	
4	87,456	
5	75,235	
6	72,930	*
7	70,307	*
8	68,437	*
9	65,200	*
10	53,078	*
11	44,611	*
12	41,811	

AVERAGE "*" 73,352

AVERAGE ALL 73,352

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY	
1	122,000	*
2	110,000	*
3	103,200	*
4	102,688	*
5	97,237	*
6	96,000	*
7	(89,393)	
8	89,367	*
9	87,975	*
10	87,000	*
11	79,929	*
12	78,326	*
13	78,192	
14	78,000	*
15	77,000	*
16	74,648	*
17	73,200	
18	64,724	*
19	62,000	
20	60,725	*

AVERAGE "*" 85,580

AVERAGE ALL 85,580

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY	
1	90,380	*
2	80,000	*
3	78,322	*
4	78,000	*
5	77,300	*
6	75,104	
7	73,277	*
8	70,200	
9	69,174	*
10	66,300	*
11	64,711	*
12	63,338	*
13	62,400	*
14	61,262	
15	59,300	*
16	57,996	*
17	54,174	*
18	53,640	
19	51,968	*
20	49,000	*

* = NASULGC

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

(CONTINUED)

AVERAGE "*"	66,792
AVERAGE ALL	66,792

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	112,400 *
2	109,560
3	108,200 *
4	100,956
5	97,000 *
6	93,439
7	81,084 *
AVERAGE "*"	100,377
AVERAGE ALL	100,377

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	115,850
2	111,900 *
3	110,000 *
4	98,800 *
5	92,616 *
6	80,000 *
7	78,334 *
8	63,414 *
9	56,635 *
AVERAGE "*"	89,728
AVERAGE ALL	89,728

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	146,300 *
2	93,504 *
3	84,000 *
4	75,104
5	69,603 *
6	69,600 *
7	69,136 *
8	67,268 *
9	63,500
10	58,490
11	53,472
12	50,876 *
AVERAGE "*"	75,071
AVERAGE ALL	75,071

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR LEGISLATIVE RELATIONS

RANK	SALARY
1	120,000 *
2	86,748
3	67,828 *
AVERAGE "*"	91,525
AVERAGE ALL	91,525

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	107,100 *
2	94,110
3	75,968
4	73,300 *
5	71,700 *
6	69,105 *
7	58,680 *
8	47,516 *
AVERAGE "*"	74,685
AVERAGE ALL	74,685

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	180,400 *
2	138,000 *
3	135,732 *
4	107,304 *
5	105,000 *
6	105,000 *
7	97,500 *
8	95,850 *
9	92,000
AVERAGE "*"	117,421
AVERAGE ALL	117,421

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	100,000
2	73,543 *
3	69,611 *
4	65,004
5	59,000 *
AVERAGE "*"	73,432
AVERAGE ALL	73,432

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	115,000 *
2	102,600 *
3	80,345 *
4	75,000
5	71,470
6	69,881 *
7	66,693
8	65,004
9	59,124 *
10	56,650 *
11	55,714 *
12	55,600 *
13	50,392 *

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK (CONTINUED)	SALARY
14	45,511 *
15	40,920
16	40,128 *
AVERAGE "*"	65,627
AVERAGE ALL	65,627

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	131,183 *
2	110,736 *
3	109,500 *
4	52,709
AVERAGE "*"	101,032
AVERAGE ALL	101,032

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	228,500 *
2	155,100 *
3	127,081
4	123,200 *
5	(120,828)
AVERAGE "*"	150,942
AVERAGE ALL	150,942

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	147,680 *
2	130,000 *
3	(120,828)
4	(116,000)*
5	(100,400)*
6	99,500 *
7	95,115 *
8	89,652
9	87,250
10	83,188 *
AVERAGE "*"	106,961
AVERAGE ALL	106,961

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	128,485 *
2	87,430 *
3	87,017 *
4	80,100 *
5	78,400 *
6	78,318 *
7	74,208
8	74,200
9	70,968 *
10	69,410 *
11	62,892
12	60,000 *
13	57,500 *
14	55,458
15	55,021 *
16	50,062 *
17	42,432 *
AVERAGE "*"	71,288
AVERAGE ALL	71,288

DEANS:
AGRICULTURE

RANK	SALARY
1	147,250 *
2	144,850 *
3	135,000 *
4	132,500 *
5	129,457 *
6	128,500 *
7	90,000 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	129,651
AVERAGE ALL	129,651

DEANS:
ARCHITECTURE

RANK	SALARY
1	122,300 *
2	121,900 *
3	116,874 *
4	116,472 *
5	111,826 *
6	101,150 *
AVERAGE "*"	115,087
AVERAGE ALL	115,087

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	183,800 *
2	182,600 *
3	161,028 *
4	137,500 *
5	131,334 *
6	130,000 *
7	114,500
8	114,400 *
9	110,160
10	106,717 *
11	103,200 *
12	103,000 *
13	97,800 *
14	97,785
15	93,156
AVERAGE "*"	124,465
AVERAGE ALL	124,465

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	211,500 *
2	176,300 *
3	169,950 *
4	165,000 *
5	159,000 *
6	155,808 *
7	143,800 *
8	138,522 *
9	134,967 *
10	121,167 *
11	119,061
12	112,551 *
13	109,725 *
14	108,500 *
15	106,080 *
16	105,571
17	104,600
18	103,200
19	100,260
20	95,568 *
AVERAGE "*"	132,057
AVERAGE ALL	132,057

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	112,000 *
2	108,500 *
3	102,323 *
4	100,721 *
5	100,000 *
6	94,600 *
7	94,417 *
8	93,318
9	91,567 *
10	91,272 *
11	90,747 *
12	82,456
13	72,100 *
14	69,300 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	93,094
AVERAGE ALL	93,094

DEANS:
EDUCATION

RANK	SALARY
1	132,800 *
2	132,500 *
3	129,500 *
4	127,600 *
5	125,000 *
6	117,000 *
7	113,581 *
8	110,400 *
9	108,700 *
10	108,000 *
11	104,215 *
12	103,530 *
13	98,500 *
14	97,700 *
15	97,300
16	96,504
17	95,592 *
18	95,000
19	88,836
20	85,550
AVERAGE "*"	108,390
AVERAGE ALL	108,390

DEANS:
ENGINEERING

RANK	SALARY
1	177,800 *
2	170,000 *
3	161,028 *
4	158,300 *
5	154,880 *
6	152,250 *
7	142,000 *
8	139,500 *
9	130,599
10	130,000 *
11	127,500 *
12	122,000 *
13	121,656
14	110,884 *
15	97,600 *
16	90,000
AVERAGE "*"	136,625
AVERAGE ALL	136,625

DEANS:
FINE ARTS

RANK	SALARY
1	120,700 *
2	120,000 *
3	104,040 *
4	102,900 *
5	100,000 *
6	98,916
7	94,800 *
8	93,523
9	92,400
10	90,204
11	86,435
AVERAGE "*"	100,356
AVERAGE ALL	100,356

DEANS:
GRADUATE

RANK	SALARY
1	153,800 *
2	142,000 *
3	131,840 *
4	130,700 *
5	117,684 *
6	(116,000)*
7	113,300 *
8	(100,400)*
9	99,504 *
10	94,548
11	80,000

TABLE II (CONTINUED)
CHICAGO REGION

DEANS:
GRADUATE

(CONTINUED)

AVERAGE "*"	116,343
AVERAGE ALL	116,343

DEANS:
HEALTH/PHYSICAL EDUC/RECREATION

RANK	SALARY
1	(120,828)
2	119,500 *
3	89,407
AVERAGE "*"	109,912
AVERAGE ALL	109,912

DEANS:
HOME ECONOMICS

RANK	SALARY
1	123,840 *
2	120,517 *
3	115,917 *
4	108,200 *
AVERAGE "*"	117,119
AVERAGE ALL	117,119

DEANS:
JOURNALISM/ COMMUNICATION

RANK	SALARY
1	107,000 *
2	104,300 *
3	103,144 *
4	100,500 *
AVERAGE "*"	103,736
AVERAGE ALL	103,736

DEANS:
LAW

RANK	SALARY
1	196,100 *
2	170,000
3	166,020 *
4	165,000 *
5	154,800 *
6	150,150 *
7	148,892 *
8	144,336
9	136,500 *
10	130,704 *
11	108,000
AVERAGE "*"	151,864
AVERAGE ALL	151,864

DEANS:
LIBERAL ARTS

RANK	SALARY
1	133,000 *
2	132,980 *
3	97,000 *
4	97,000
5	93,192 *
AVERAGE "*"	110,634
AVERAGE ALL	110,634

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	178,300 *
2	107,000 *
3	97,708 *
4	97,000 *
5	95,810 *
6	78,000
AVERAGE "*"	108,970
AVERAGE ALL	108,970

DEANS:
MUSIC

RANK	SALARY
1	140,500 *
2	134,287 *
3	125,500 *
4	90,420 *
5	80,000 *
AVERAGE "*"	114,141
AVERAGE ALL	114,141

DEANS:
SCIENCE

RANK	SALARY
1	135,250 *
2	131,500
3	129,400 *
4	120,000
5	91,008 *
AVERAGE "*"	121,432
AVERAGE ALL	121,432

DEANS:
SOCIAL WORK

RANK	SALARY
1	139,800 *
2	126,600 *
3	104,675
4	92,217 *
5	86,000 *
6	82,914 *
AVERAGE "*"	105,368
AVERAGE ALL	105,368

DEANS:
UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	107,730 *

* = NASULGC

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK (CONTINUED)	SALARY
2	95,880 *
3	95,004 *
4	48,250
AVERAGE "*"	86,716
AVERAGE ALL	86,716

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	177,300 *
2	132,350 *
3	125,645 *
4	124,812 *
AVERAGE "*"	140,027
AVERAGE ALL	140,027

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	127,800 *
2	(118,536)
3	104,040 *
4	99,838 *
5	91,520 *
AVERAGE "*"	108,347
AVERAGE ALL	108,347

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	294,800 *
2	274,841
3	260,314 *
4	230,000 *
5	167,867 *
6	142,800 *
7	141,018 *
8	135,950 *
AVERAGE "*"	205,949
AVERAGE ALL	205,949

MEDICAL DEANS:
NURSING

RANK	SALARY
1	154,800 *
2	124,800 *
3	122,384 *
4	122,105 *
5	121,552 *
6	121,419 *
7	115,000 *
8	110,970
9	99,000 *
10	94,800
11	92,550 *
AVERAGE "*"	116,307
AVERAGE ALL	116,307

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	164,300 *
2	140,500 *
3	138,500 *
4	133,000 *
5	120,265 *
6	(118,536)
7	103,827 *
8	102,858 *
AVERAGE "*"	127,723
AVERAGE ALL	127,723

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	135,850 *
2	128,000 *
3	127,930 *
4	127,000 *
5	119,800 *
AVERAGE "*"	127,716
AVERAGE ALL	127,716

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES REPRESENTING FORTY SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The Universities participating from this region are:

*UNIVERSITY OF ARKANSAS FAYETTEVILLE
*LOUISIANA STATE UNIVERSITY
*NEW MEXICO STATE UNIVERSITY
*UNIVERSITY OF NEW MEXICO
*OKLAHOMA STATE UNIVERSITY
*UNIVERSITY OF OKLAHOMA
EAST TEXAS STATE UNIVERSITY
*UNIVERSITY OF NORTH TEXAS
*TEXAS A&M UNIVERSITY
*TEXAS TECH UNIVERSITY
TEXAS WOMEN'S UNIVERSITY
*UNIVERSITY OF TEXAS AT AUSTIN
*UNIVERSITY OF HOUSTON
UNIVERSITY OF TEXAS AT DALLAS

* Member of the National Association of State and Universities Land-Grant Colleges.

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM OF MULTI-CAMPUSES

RANK	SALARY
1	190,000 *
2	153,000 *
3	153,000 *
4	142,800
5	111,990
AVERAGE "*"	150,158
AVERAGE ALL	150,158

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	200,000 *
2	178,000 *
3	175,000
4	165,000
5	157,544 *
6	156,046 *
7	135,000 *
8	126,360 *
AVERAGE "*"	161,619
AVERAGE ALL	161,619

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	106,666
2	86,729 *
3	73,560 *
4	73,000 *
5	70,276
6	66,350 *
7	62,400 *
8	58,938
9	54,000 *
10	48,060 *

RANK SALARY (CONTINUED)

AVERAGE "*"	69,998
AVERAGE ALL	69,998

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	124,500 *
2	105,180 *
3	96,300
4	89,769
5	82,500 *
6	80,870 *
7	80,280 *
8	79,568 *
9	76,086 *
10	64,470
11	61,707
AVERAGE "*"	85,566
AVERAGE ALL	85,566

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	70,073
2	69,000 *
3	63,000 *
4	57,504 *
5	55,182 *
6	52,530 *
7	48,167 *
8	48,000 *
9	45,798 *
10	36,050
AVERAGE "*"	54,530
AVERAGE ALL	54,530

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	80,001 *
2	(73,000)*
3	70,000 *
4	63,697 *
5	61,524 *
6	61,261 *
7	59,868 *
8	57,380 *
9	42,346
AVERAGE "*"	63,231
AVERAGE ALL	63,231

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	103,020 *
2	95,000 *
3	93,982 *
4	77,703 *
5	74,606
6	74,299
7	60,394
AVERAGE "*"	82,715
AVERAGE ALL	82,715

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	95,040 *
2	59,479 *
3	55,846 *
AVERAGE "*"	70,122
AVERAGE ALL	70,122

TABLE II (CONTINUED)
DALLAS REGION

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY	
1	241,000	*
2	120,000	*
3	111,391	
4	103,743	*
5	95,350	*
6	92,019	*
7	87,445	

AVERAGE "*" 121,564

AVERAGE ALL 121,564

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY	
1	140,004	*
2	140,000	*
3	139,999	*
4	139,100	
5	138,909	*
6	136,000	
7	126,100	*
8	124,579	*

AVERAGE "*" 135,586

AVERAGE ALL 135,586

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY	
1	115,000	*
2	102,801	*
3	95,000	*
4	88,700	
5	85,500	*
6	85,320	*
7	84,073	*
8	82,595	*
9	81,761	*
10	80,628	*
11	79,659	*
12	77,939	
13	76,491	
14	62,022	

AVERAGE "*" 85,535

AVERAGE ALL 85,535

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY	
1	92,882	*
2	86,000	*
3	65,593	
4	56,319	*

AVERAGE "*" 75,199

AVERAGE ALL 75,199

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY	
1	135,000	*
2	127,152	*
3	124,836	*
4	116,050	*
5	113,503	
6	109,156	*
7	108,462	*
8	104,000	*
9	103,768	*
10	101,296	
11	98,174	*
12	96,733	*
13	96,000	
14	87,445	

AVERAGE "*" 108,684

AVERAGE ALL 108,684

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	
1	100,000	*
2	93,982	*
3	89,735	
4	87,720	*
5	75,450	*
6	75,108	*
7	68,949	*
8	68,000	*
9	65,550	
10	56,426	
11	53,700	
12	50,625	*

AVERAGE "*" 73,770

AVERAGE ALL 73,770

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY	
1	67,932	*
2	59,071	*
3	59,040	*
4	55,724	*
5	51,000	
6	47,426	*
7	43,882	*
8	43,850	*
9	38,103	
10	29,412	

AVERAGE "*" 49,544

AVERAGE ALL 49,544

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY	
1	89,400	*
2	70,862	*
3	65,001	*
4	59,676	*
5	56,650	*
6	48,497	
7	38,071	

* = NASULGC

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

(CONTINUED)

AVERAGE "*"	61,165
AVERAGE ALL	61,165

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	71,340 *
2	65,000
3	63,650 *
4	61,139
5	58,500 *
6	55,956 *
7	54,041 *
8	54,000 *
9	53,575 *
10	52,716 *
11	51,700
12	49,337 *
13	42,436
AVERAGE "*"	56,415
AVERAGE ALL	56,415

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	72,000 *
2	71,069 *
3	68,004 *
4	66,000 *
5	65,340 *
6	57,235
7	52,470 *
8	51,206
9	51,078
10	51,000
11	49,516 *
12	47,741 *
13	45,150 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	57,524
AVERAGE ALL	57,524

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	85,675
2	82,315 *
3	76,648 *
4	70,190 *
5	70,000 *
6	64,162 *
7	62,220 *
8	58,557
9	53,240 *
10	49,416 *
AVERAGE "*"	67,242
AVERAGE ALL	67,242

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	52,150
2	46,200 *
3	45,000 *
4	44,438 *
5	40,362 *
6	39,707 *
7	37,303
8	36,672 *
9	33,612
10	30,026
AVERAGE "*"	40,547
AVERAGE ALL	40,547

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	83,208 *
2	82,711
3	79,000 *
4	76,000 *
5	75,000 *
6	69,480 *
7	67,319 *
8	65,000 *
9	62,076
10	60,040 *
11	57,800
12	55,962 *
13	49,200 *
14	43,260
AVERAGE "*"	66,147
AVERAGE ALL	66,147

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	125,000 *
2	119,500 *
3	107,399
4	102,400 *
5	99,273 *
6	96,264 *
7	93,627 *
8	90,041
9	89,500 *
10	87,445 *
11	82,750
12	81,742
13	80,890
AVERAGE "*"	96,602
AVERAGE ALL	96,602

TABLE II (CONTINUED)
DALLAS REGION

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	72,799 *
2	69,722
3	69,649 *
4	65,000 *
5	60,900 *
6	60,000 *
7	57,169
8	55,210 *
9	49,625 *
10	48,495 *
AVERAGE "*"	60,857
AVERAGE ALL	60,857

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	92,171 *
2	74,004 *
3	57,800
4	46,900 *
5	45,955 *
6	40,000 *
AVERAGE "*"	59,472
AVERAGE ALL	59,472

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	93,802 *
2	81,284 *
3	66,524 *
4	63,636
5	62,831 *
6	58,676 *
7	55,692 *
8	53,980
9	48,162 *
10	47,860 *
11	45,000 *
12	42,748 *
13	42,346
14	37,573
AVERAGE "*"	57,151
AVERAGE ALL	57,151

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	77,000 *
2	74,898 *
3	74,100 *
4	66,868
5	59,180 *
6	58,360 *
7	53,990 *
8	53,980
9	52,492
10	52,240 *
11	51,296
12	50,000 *
13	43,894 *
AVERAGE "*"	59,100
AVERAGE ALL	59,100

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	81,000 *
2	73,488 *
3	62,531 *
4	62,076
5	61,241
6	57,937 *
7	56,869 *
8	54,370 *
9	52,328 *
10	50,000 *
11	49,625 *
12	45,500 *
13	44,405
14	39,227

RANK (CONTINUED)	SALARY
AVERAGE "*"	56,471
AVERAGE ALL	56,471

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	66,340 *
2	65,311
3	62,640 *
4	61,480 *
5	57,120 *
6	52,667 *
7	51,058 *
8	47,604
9	39,000
10	38,004 *
11	36,191 *
AVERAGE "*"	52,492
AVERAGE ALL	52,492

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	125,000 *
2	110,366 *
3	89,414
4	83,412 *
5	80,024 *
6	79,992 *
7	74,970
8	63,723
9	63,440 *
10	48,000 *
11	45,750
12	44,558 *
AVERAGE "*"	75,721
AVERAGE ALL	75,721

* = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	67,000 *
2	64,022 *
3	59,673 *
4	59,328 *
5	50,287 *
6	48,853 *
7	48,175 *
8	44,300 *
9	43,862 *
10	40,598
11	38,151
12	35,655
13	34,930

AVERAGE "*" 48,833

AVERAGE ALL 48,833

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	96,122 *
2	94,973 *
3	82,000 *

AVERAGE "*" 91,032

AVERAGE ALL 91,032

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	74,000 *
2	(71,828)*
3	70,550 *
4	62,000
5	60,000 *

AVERAGE "*" 67,676

AVERAGE ALL 67,676

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	81,048 *
2	79,740
3	79,335 *
4	77,010 *
5	77,000 *
6	76,400
7	74,544 *
8	72,195 *
9	72,120 *
10	(71,828)*
11	70,778 *
12	64,450
13	56,608 *
14	47,441

AVERAGE "*" 71,464

AVERAGE ALL 71,464

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	71,625 *
2	67,078 *
3	63,516 *
4	62,733 *
5	61,850 *
6	59,500 *
7	57,332 *
8	57,311 *
9	53,645
10	51,990 *
11	49,212 *
12	46,700
13	42,804
14	42,579

AVERAGE "*" 56,277

AVERAGE ALL 56,277

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	117,500 *
2	111,660 *
3	103,052 *
4	100,835 *
5	95,500 *
6	88,200 *
7	(86,417)*
8	86,231
9	82,250

AVERAGE "*" 96,849

AVERAGE ALL 96,849

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	132,500 *
2	110,124 *
3	78,778 *
4	60,925 *

AVERAGE "*" 95,582

AVERAGE ALL 95,582

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	98,977
2	98,500 *
3	78,716 *
4	77,540 *
5	58,655 *
6	56,715 *
7	56,000 *
8	51,975 *
9	46,414
10	45,000
11	42,955 *
12	40,476 *

TABLE II (CONTINUED)
DALLAS REGION

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

(CONTINUED)

AVERAGE "*"	62,660
AVERAGE ALL	62,660

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR LEGISLATIVE RELATIONS

RANK	SALARY
1	101,000 *
2	90,930 *
3	87,000 *
AVERAGE "*"	92,977
AVERAGE ALL	92,977

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	88,800 *
2	86,900
3	86,268 *
AVERAGE "*"	87,323
AVERAGE ALL	87,323

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	155,000 *
2	115,000 *
3	(86,417)*
4	77,717 *
5	77,576 *
AVERAGE "*"	102,342
AVERAGE ALL	102,342

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	100,000 *
2	84,999
3	83,197 *
4	67,619 *
5	55,000
6	53,589 *
7	45,905 *
8	44,579
AVERAGE "*"	66,861
AVERAGE ALL	66,861

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	74,202 *
2	71,110 *
3	69,411 *
4	66,825
5	59,435 *
6	57,070 *
7	41,200
8	41,090 *
9	34,844
10	31,000 *
AVERAGE "*"	54,619
AVERAGE ALL	54,619

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	104,000 *
2	90,000 *
3	38,456 *
AVERAGE "*"	77,485
AVERAGE ALL	77,485

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	111,419 *
2	109,200 *
3	105,497 *
4	100,321 *
AVERAGE "*"	106,609
AVERAGE ALL	106,609

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	138,996 *
2	116,260
3	116,127 *
4	(98,462)*
5	98,000 *
6	(89,426)*
7	86,051
AVERAGE "*"	106,189
AVERAGE ALL	106,189

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	76,872 *
2	75,000 *
3	73,442
4	70,019 *
5	67,000 *
6	67,000 *
7	66,407
8	61,728 *
9	56,832 *
10	55,976
11	53,575 *
AVERAGE "*"	65,805
AVERAGE ALL	65,805

* = NASULGC

DEANS:
AGRICULTURE

RANK	SALARY
1	175,100 *
2	115,000 *
3	111,180 *
4	106,766 *
5	100,433 *
6	95,000 *
AVERAGE "*"	117,247
AVERAGE ALL	117,247

DEANS:
ARCHITECTURE

RANK	SALARY
1	123,000 *
2	101,304 *
3	100,000 *
4	96,771 *
5	95,850
6	93,628 *
7	91,970 *
8	91,443 *
AVERAGE "*"	99,246
AVERAGE ALL	99,246

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	115,000 *
2	106,889 *
3	106,088 *
4	102,500
5	101,460 *
6	100,464 *
7	99,900 *
8	95,000 *
9	81,495
10	79,190
AVERAGE "*"	98,799
AVERAGE ALL	98,799

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	175,000 *
2	165,000 *
3	163,768 *
4	158,379 *
5	152,250 *
6	134,405
7	122,004 *
8	116,576 *
9	116,000 *
10	111,558 *
11	106,603 *
12	79,990
AVERAGE "*"	133,461
AVERAGE ALL	133,461

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	102,000 *
2	93,347 *
3	86,056 *
4	80,255 *
5	77,479 *
6	74,902 *
7	66,538
8	58,000 *
AVERAGE "*"	79,822
AVERAGE ALL	79,822

DEANS:
EDUCATION

RANK	SALARY
1	152,000 *
2	122,004 *
3	106,111 *
4	100,238 *
5	100,000 *
6	100,000 *
7	98,809 *
8	98,800 *
9	98,500 *
10	94,340
11	90,252 *
12	77,648
13	75,875
AVERAGE "*"	101,121
AVERAGE ALL	101,121

DEANS:
ENGINEERING

RANK	SALARY
1	175,000 *
2	170,001 *
3	133,232
4	130,909 *
5	130,000
6	120,500 *
7	117,408 *
8	114,820 *
9	114,726 *
10	110,434 *
11	105,678 *
AVERAGE "*"	129,337
AVERAGE ALL	129,337

DEANS:
FINE ARTS

RANK	SALARY
1	135,000 *
2	100,700 *
3	99,000 *

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

DEANS:
FINE ARTS

RANK (CONTINUED)	SALARY
4	80,900
5	67,114 *
AVERAGE "*"	96,543
AVERAGE ALL	96,543

DEANS:
GRADUATE

RANK	SALARY
1	146,078 *
2	100,115 *
3	(98,462)*
4	94,500 *
5	92,667
6	90,000 *
7	(89,426)*
8	79,324
AVERAGE "*"	98,822
AVERAGE ALL	98,822

DEANS:
HOME ECONOMICS

RANK	SALARY
1	105,372 *
2	104,928 *
3	88,913 *
4	77,000 *
AVERAGE "*"	94,053
AVERAGE ALL	94,053

DEANS:
LAW

RANK	SALARY
1	148,555 *
2	137,500 *
3	136,312 *
4	129,842 *
5	124,300
AVERAGE "*"	135,302
AVERAGE ALL	135,302

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	111,000 *
2	91,000 *
3	88,915 *
4	74,632
AVERAGE "*"	91,387
AVERAGE ALL	91,387

DEANS:
SCIENCE

RANK	SALARY
1	184,500 *
2	140,000 *
3	114,649 *
4	110,912
AVERAGE "*"	137,515
AVERAGE ALL	137,515

DEANS:
SOCIAL WORK

RANK	SALARY
1	117,000 *
2	100,010 *
3	92,000 *
AVERAGE "*"	103,003
AVERAGE ALL	103,003

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	107,496 *
2	91,997
3	90,000 *
4	83,550
5	69,062 *
AVERAGE "*"	88,421
AVERAGE ALL	88,421

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	170,000
2	96,629
3	94,500 *
4	80,334
AVERAGE "*"	110,366
AVERAGE ALL	110,366

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	189,257 *
2	165,224
3	128,849 *
AVERAGE "*"	161,110
AVERAGE ALL	161,110

MEDICAL DEANS:
NURSING

RANK	SALARY
1	132,000 *
2	95,400
3	91,824

* = NASULGC

MEDICAL DEANS:
NURSING

(CONTINUED)

AVERAGE "*"	106,408
AVERAGE ALL	106,408

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	154,000 *
2	113,302 *
3	84,800
AVERAGE "*"	117,367
AVERAGE ALL	117,367

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	149,116 *
2	117,420 *
3	105,000 *
AVERAGE "*"	123,845
AVERAGE ALL	123,845

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES REPRESENTING FORTY SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The Universities participating from this region are:

*COLORADO STATE UNIVERSITY
*UNIVERSITY OF NORTHERN COLORADO
*MONTANA STATE UNIVERSITY-BOZEMAN
*NORTH DAKOTA STATE UNIVERSITY
*UNIVERSITY OF UTAH
*UTAH STATE UNIVERSITY
*UNIVERSITY OF WYOMING
*UNIVERSITY OF COLORADO AT BOULDER

* Member of the National Association of State and Universities Land-Grant Colleges.

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	156,000 *
2	147,642 *
3	135,198 *
4	126,048 *
5	125,000
6	102,643 *
AVERAGE "*"	132,089
AVERAGE ALL	132,089

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	87,024 *
2	64,222 *
3	62,481 *
4	61,770 *
5	41,500
AVERAGE "*"	63,399
AVERAGE ALL	63,399

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	97,279 *
2	95,600 *
3	80,500 *
4	77,500 *
5	67,000
6	53,724 *
7	53,000 *
AVERAGE "*"	74,943
AVERAGE ALL	74,943

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	64,855 *
2	62,475 *
3	62,000 *
4	55,200 *
5	51,500 *
6	46,170
7	45,000 *
8	39,240 *
AVERAGE "*"	53,305
AVERAGE ALL	53,305

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	65,252 *
2	64,125
3	57,300 *
4	48,960 *
5	44,220 *
AVERAGE "*"	55,971
AVERAGE ALL	55,971

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	112,269 *
2	66,488 *
3	49,956 *
4	45,396 *
AVERAGE "*"	68,527
AVERAGE ALL	68,527

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	65,886 *
2	62,000 *
3	47,381 *
AVERAGE "*"	58,422
AVERAGE ALL	58,422

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	130,795 *
2	129,600 *
3	116,816 *
4	93,421 *
5	(85,000)*
AVERAGE "*"	111,126
AVERAGE ALL	111,126

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	114,984 *
2	107,730
3	107,700 *
4	(85,000)*
AVERAGE "*"	103,854
AVERAGE ALL	103,854

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	105,139 *
2	103,500 *
3	88,135 *
4	85,000
5	84,569 *

* = NASULGC

TABLE II (CONTINUED)
DENVER REGION

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK (CONTINUED)	SALARY
6	79,068 *
7	68,000 *
8	63,280 *
AVERAGE "*"	84,586
AVERAGE ALL	84,586

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	77,625 *
2	75,708 *
3	68,337 *
4	65,000 *
AVERAGE "*"	71,668
AVERAGE ALL	71,668

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	113,396 *
2	95,100 *
3	93,072 *
4	89,000
5	88,270 *
6	86,000 *
AVERAGE "*"	94,140
AVERAGE ALL	94,140

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	86,814 *
2	82,045 *
3	68,350 *
4	57,648 *
5	54,075 *
6	52,020 *
AVERAGE "*"	66,825
AVERAGE ALL	66,825

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	84,800 *
2	72,620 *
3	68,661 *
4	53,880 *
AVERAGE "*"	69,990
AVERAGE ALL	69,990

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	84,800 *
2	48,372 *
3	37,287 *
AVERAGE "*"	56,820
AVERAGE ALL	56,820

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	69,300 *
2	63,415 *
3	61,425 *
4	48,972 *
5	48,000 *
6	41,208 *
7	37,740 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	52,866
AVERAGE ALL	52,866

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	60,000
2	59,125 *
3	57,500 *
4	48,120 *
5	27,388 *
6	25,852 *
AVERAGE "*"	46,331
AVERAGE ALL	46,331

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	81,000 *
2	78,000 *
3	74,905 *
4	74,268 *
5	67,132
6	54,502 *
AVERAGE "*"	71,635
AVERAGE ALL	71,635

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	55,010 *
2	41,556 *
3	36,012 *
4	34,740 *
5	33,959 *

* = NASULGC

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

(CONTINUED)

AVERAGE "*" 40,255

AVERAGE ALL 40,255

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	77,500 *
2	77,095 *
3	71,800 *
4	66,636 *
5	60,996
6	54,588 *
7	49,609 *
8	46,500 *

AVERAGE "*" 63,091

AVERAGE ALL 63,091

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	108,929 *
2	97,470
3	88,850 *
4	87,900 *
5	80,232 *
6	78,689 *
7	78,000 *
8	78,000 *

AVERAGE "*" 87,259

AVERAGE ALL 87,259

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	62,000 *
2	56,702
3	52,524 *

AVERAGE "*" 57,075

AVERAGE ALL 57,075

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	77,407 *
2	68,000 *
3	65,837 *
4	60,000 *
5	56,975
6	(52,500)*
7	51,880 *
8	45,500 *

AVERAGE "*" 59,762

AVERAGE ALL 59,762

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	80,322 *
2	64,200 *
3	56,430
4	(52,500)*
5	52,068 *
6	51,016 *
7	44,000 *

AVERAGE "*" 57,219

AVERAGE ALL 57,219

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	81,580 *
2	57,443
3	51,768 *
4	47,976 *
5	46,929 *
6	45,560 *
7	43,800 *

AVERAGE "*" 53,579

AVERAGE ALL 53,579

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	79,000 *
2	75,000 *
3	59,634 *
4	59,010 *
5	58,000 *
6	56,788 *
7	56,430
8	47,112 *

AVERAGE "*" 61,372

AVERAGE ALL 61,372

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	99,060 *
2	91,800 *
3	72,954 *
4	64,572
5	62,000 *
6	45,667 *

AVERAGE "*" 72,676

AVERAGE ALL 72,676

STUDENT AFFAIRS OFFICERS
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	60,225 *
2	48,900 *
3	48,300 *
4	47,709

* = NASULGC

TABLE II (CONTINUED)
DENVER REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK (CONTINUED)	SALARY
5	45,432 *
6	43,311 *
7	41,774 *
8	41,100 *

AVERAGE "*" 47,094

AVERAGE ALL 47,094

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	84,700 *
2	66,216 *
3	63,840 *
4	60,000 *
5	59,148 *
6	58,000 *

AVERAGE "*" 65,317

AVERAGE ALL 65,317

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	101,890 *
2	68,450
3	67,935 *
4	63,132 *
5	63,000 *

AVERAGE "*" 72,881

AVERAGE ALL 72,881

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	73,200 *
2	71,955 *
3	67,150 *
4	51,756 *
5	44,610 *
6	37,620 *
7	30,008 *

AVERAGE "*" 53,757

AVERAGE ALL 53,757

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	110,743 *
2	93,700 *
3	72,000 *

AVERAGE "*" 92,148

AVERAGE ALL 92,148

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	78,000 *
2	71,565 *
3	57,721 *
4	56,844 *
5	48,362 *
6	48,104 *

AVERAGE "*" 60,099

AVERAGE ALL 60,099

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	75,252 *
2	74,628 *
3	65,300 *
4	56,430

RANK (CONTINUED)	SALARY

AVERAGE "*" 67,903

AVERAGE ALL 67,903

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	90,288
2	79,413 *
3	54,000 *
4	51,192 *

AVERAGE "*" 68,723

AVERAGE ALL 68,723

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	75,128 *
2	72,696 *
3	54,000 *
4	46,700 *
5	45,348 *
6	45,000 *
7	41,772

AVERAGE "*" 54,378

AVERAGE ALL 54,378

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	132,676 *
2	120,905 *
3	105,000 *
4	92,520 *
5	85,000 *

* = NASULGC

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

(CONTINUED)

AVERAGE "*"	107,220
AVERAGE ALL	107,220

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	86,665 *
2	84,538 *
3	65,976 *
4	62,769 *
5	59,120
6	44,985 *
AVERAGE "*"	67,342
AVERAGE ALL	67,342

DEANS:
AGRICULTURE

RANK	SALARY
1	126,700 *
2	96,108 *
3	95,900 *
4	84,245 *
5	83,760 *
AVERAGE "*"	97,343
AVERAGE ALL	97,343

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	123,000 *
2	92,112 *
3	89,878
4	82,555 *
AVERAGE "*"	96,886
AVERAGE ALL	96,886

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	120,175 *
2	115,683 *
3	110,000 *
4	95,124 *
5	91,728 *
6	73,020 *
AVERAGE "*"	100,955
AVERAGE ALL	100,955

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	88,433 *
2	77,559 *
3	75,000 *
4	56,358 *
AVERAGE "*"	74,338
AVERAGE ALL	74,338

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	103,500 *
2	95,768 *
3	73,884 *
AVERAGE "*"	91,051
AVERAGE ALL	91,051

DEANS:
EDUCATION

RANK	SALARY
1	105,236 *
2	89,878
3	84,727 *
4	81,915 *
5	76,620
6	72,332 *
AVERAGE "*"	85,118
AVERAGE ALL	85,118

DEANS:
ENGINEERING

RANK	SALARY
1	155,000 *
2	133,000 *
3	101,103 *
4	97,272 *
5	95,472 *
6	84,835 *
7	81,800 *
AVERAGE "*"	106,926
AVERAGE ALL	106,926

DEANS:
FINE ARTS

RANK	SALARY
1	90,296
2	83,500
3	69,03[illegible]
AVERAGE "*"	80,9[illegible]
AVERAGE ALL	80,9[illegible]

DEANS:
GRADUATE

RANK	SALARY
1	(119,101)*

* = NASULGC

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TABLE II (CONTINUED)
DENVER REGION

DEANS:
GRADUATE

RANK (CONTINUED)	SALARY
2	98,800 *
3	91,190 *
4	83,500 *
5	82,752 *
6	81,067 *
7	77,053
8	76,088 *
AVERAGE "*"	88,694
AVERAGE ALL	88,694

DEANS:
HUMANITIES

RANK	SALARY
1	87,194 *
2	75,300 *
3	71,467 *
AVERAGE "*"	77,987
AVERAGE ALL	77,987

DEANS:
LAW

RANK	SALARY
1	125,146 *
2	123,450 *
3	115,608 *
AVERAGE "*"	121,401
AVERAGE ALL	121,401

DEANS:
SCIENCE

RANK	SALARY
1	108,000 *
2	107,840 *
3	101,408 *
4	82,200 *
AVERAGE "*"	99,862
AVERAGE ALL	99,862

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

RANK	SALARY
1	98,604 *
2	87,826
3	66,005 *
AVERAGE "*"	84,145
AVERAGE ALL	84,145

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES REPRESENTING FORTY SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The Universities participating from this region are:

*IOWA STATE UNIVERSITY
*KANSAS STATE UNIVERSITY
*UNIVERSITY OF KANSAS
*UNIVERSITY OF MISSOURI-COLUMBIA
*UNIVERSITY OF MISSOURI-KANSAS CITY
*UNIVERSITY OF NEBRASKA-LINCOLN

* Member of the National Association of State and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
KANSAS CITY REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	182,100 *
2	166,000 *
3	151,050 *
4	143,222
5	135,000 *
AVERAGE "*"	155,474
AVERAGE ALL	155,474

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	120,000 *
2	89,595 *
3	88,266
4	82,400 *
5	81,750 *
6	55,543 *
AVERAGE "*"	86,259
AVERAGE ALL	86,259

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	113,000 *
2	102,938 *
3	82,302
4	73,500 *
5	70,000 *
6	63,600 *
AVERAGE "*"	84,223
AVERAGE ALL	84,223

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	(128,500)*
2	78,500 *
3	72,100 *
4	70,606 *
5	63,000
6	62,400 *
AVERAGE "*"	79,184
AVERAGE ALL	79,184

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(128,500)*
2	86,110 *
3	72,800 *
4	72,777
5	66,144 *
AVERAGE "*"	85,266
AVERAGE ALL	85,266

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	81,153 *
2	77,300 *
3	46,536
AVERAGE "*"	68,330
AVERAGE ALL	68,330

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	133,554 *
2	111,600 *
3	106,175 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	117,110
AVERAGE ALL	117,110

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	113,000 *
2	103,971 *
3	95,000 *
4	91,050 *
5	86,718
6	82,000 *
AVERAGE "*"	95,290
AVERAGE ALL	95,290

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	80,734 *
2	79,468 *
3	55,030 *
AVERAGE "*"	71,744
AVERAGE ALL	71,744

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	135,200 *
2	130,000 *
3	110,000 *
4	108,441
5	73,892 *
AVERAGE "*"	111,507
AVERAGE ALL	111,507

* = NASULGC

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ADMINISTRATIVE SALARIES SURVEY 1994-95

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	92,623 *
2	74,250 *
3	73,092
AVERAGE "*"	79,988
AVERAGE ALL	79,988

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	91,070 *
2	66,000 *
3	59,000 *
4	52,836
5	52,000 *
6	49,325 *
AVERAGE "*"	61,705
AVERAGE ALL	61,705

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	56,600 *
2	54,807
3	43,269 *
AVERAGE "*"	51,559
AVERAGE ALL	51,559

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	(128,500)*
2	81,840 *
3	72,000 *
4	67,704
5	58,250 *

RANK SALARY (CONTINUED)

AVERAGE "*"	81,659
AVERAGE ALL	81,659

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	66,000 *
2	62,123 *
3	49,600 *
4	45,603
5	42,489 *
AVERAGE "*"	53,163
AVERAGE ALL	53,163

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	73,000 *
2	72,975 *
3	68,616 *
4	63,000 *
5	63,000
AVERAGE "*"	68,118
AVERAGE ALL	68,118

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	148,369
2	117,000 *
3	115,611 *
4	115,000 *
5	97,780 *
6	95,000 *

RANK SALARY (CONTINUED)

AVERAGE "*"	114,793
AVERAGE ALL	114,793

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	80,196
2	80,000 *
3	77,669 *
AVERAGE "*"	79,288
AVERAGE ALL	79,288

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	102,335 *
2	55,030 *
3	47,010 *
4	44,348 *
5	41,537 *
6	36,000
AVERAGE "*"	54,377
AVERAGE ALL	54,377

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	66,144 *
2	60,471
3	58,371 *
4	55,900 *
5	53,900 *
6	48,634 *
AVERAGE "*"	57,237
AVERAGE ALL	57,237

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ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
KANSAS CITY REGION

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	79,000 *
2	66,453 *
3	58,000 *
4	56,430
5	54,705 *
6	51,500 *
AVERAGE "*"	61,015
AVERAGE ALL	61,015

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	72,000 *
2	68,400 *
3	57,771 *
4	53,382
5	51,500 *
AVERAGE "*"	60,611
AVERAGE ALL	60,611

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	98,364 *
2	78,700 *
3	72,000 *
4	62,730
5	58,000 *
AVERAGE "*",	73,959
AVERAGE ALL	73,959

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	107,949 *
2	100,045 *
3	76,500 *
4	71,500 *
5	61,428
AVERAGE "*"	83,484
AVERAGE ALL	83,484

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	77,300 *
2	64,150 *
3	61,710 *
4	54,015
5	48,500 *
6	48,162 *
AVERAGE "*"	58,973
AVERAGE ALL	58,973

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	77,605 *
2	63,693
3	60,800 *
AVERAGE "*"	67,366
AVERAGE ALL	67,366

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	89,500 *
2	81,382 *
3	81,277 *
4	73,263
5	70,000 *
6	64,500 *

RANK SALARY (CONTINUED)

AVERAGE "*"	76,654
AVERAGE ALL	76,654

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	66,500 *
2	64,630 *
3	51,000 *
4	50,495 *
5	46,000 *
6	42,480
AVERAGE "*"	53,518
AVERAGE ALL	53,518

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	114,000 *
2	109,086
3	95,000 *
AVERAGE "*"	106,029
AVERAGE ALL	106,029

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	86,000 *
2	69,250 *
3	52,500 *
4	48,127 *
5	44,976
AVERAGE "*"	60,171
AVERAGE ALL	60,171

* = NASULGC

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	94,800 *
2	82,635 *
3	74,736
AVERAGE "*"	84,057
AVERAGE ALL	84,057

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	123,500 *
2	71,500 *
3	71,000 *
AVERAGE "*"	88,667
AVERAGE ALL	88,667

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	78,000 *
2	72,975
3	67,000 *
4	66,820 *
AVERAGE "*"	71,199
AVERAGE ALL	71,199

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	118,000 *
2	98,634
3	43,000 *

RANK SALARY (CONTINUED)

AVERAGE "*"	86,545
AVERAGE ALL	86,545

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	107,160
2	(107,010)*
3	98,500 *
AVERAGE "*"	104,223
AVERAGE ALL	104,223

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	67,000 *
2	59,824 *
3	56,941 *
4	49,144 *
AVERAGE "*"	58,227
AVERAGE ALL	58,227

DEANS:
AGRICULTURE

RANK	SALARY
1	125,000 *
2	120,400 *
3	116,000 *
4	115,209
AVERAGE "*"	119,152
AVERAGE ALL	119,152

DEANS:
ARCHITECTURE

RANK	SALARY
1	110,000 *
2	105,946 *
3	105,000 *
4	96,078
AVERAGE "*"	104,256
AVERAGE ALL	104,256

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	137,455 *
2	123,800 *
3	116,000 *
4	104,745
5	103,925 *
6	103,000 *
AVERAGE "*"	114,821
AVERAGE ALL	114,821

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	135,675 *
2	124,450 *
3	123,000 *
4	116,200 *
5	114,153
6	106,500 *
AVERAGE "*"	119,996
AVERAGE ALL	119,996

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	109,014 *

* = NASULGC

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TABLE II (CONTINUED)
KANSAS CITY REGION

DEANS:
CONTINUING EDUCATION

RANK (CONTINUED)	SALARY
2	105,780
3	94,750 *
AVERAGE "*"	103,181
AVERAGE ALL	103,181

DEANS:
EDUCATION

RANK	SALARY
1	115,500 *
2	115,000 *
3	110,243 *
4	100,008
5	100,000 *
6	87,000 *
AVERAGE "*"	104,625
AVERAGE ALL	104,625

DEANS:
ENGINEERING

RANK	SALARY
1	160,000 *
2	134,111 *
3	110,830 *
4	108,213
AVERAGE "*"	128,289
AVERAGE ALL	128,289

DEANS:
HOME ECONOMICS

RANK	SALARY
1	114,000 *
2	108,766 *
3	100,335
4	97,000 *
AVERAGE "*"	105,025
AVERAGE ALL	105,025

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	104,500 *
2	103,043 *
3	86,180 *
AVERAGE "*"	97,908
AVERAGE ALL	97,908

DEANS:
LAW

RANK	SALARY
1	143,949 *
2	138,000 *
3	135,000 *
AVERAGE "*"	138,983
AVERAGE ALL	138,983

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	136,500 *
2	124,000 *
3	110,004
AVERAGE "*"	123,501
AVERAGE ALL	123,501

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES REPRESENTING FORTY SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-NEW YORK AND BOSTON REGIONS-

The New York and Boston Regions as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The Universities participating in this region are:

*UNIVERSITY OF CONNECTICUT
*UNIVERSITY OF MAINE
*UNIVERSITY OF MASSACHUSETTS/AMHERST
*UNIVERSITY OF NEW HAMPSHIRE
*STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
*STATE UNIVERSITY OF NEW YORK AT BUFFALO
*STATE UNIVERSITY OF NEW YORK AT ALBANY
*STATE UNIVERSITY OF NEW YORK AT STONY BROOK
*UNIVERSITY OF RHODE ISLAND
*UNIVERSITY OF VERMONT
*CUNY-GRADUATE SCHOOL & UNIVERISTY CENTER

* Member of the National Association of State and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	170,000 *
2	160,059 *
3	155,000 *
4	150,000 *
5	138,800 *
6	137,145 *
7	128,092 *
8	127,575 *
9	126,073 *
10	125,000 *

AVERAGE "*" 141,774

AVERAGE ALL 141,774

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	98,779 *
2	92,000 *
3	79,200 *
4	72,769 *
5	46,214 *

AVERAGE "*" 77,792

AVERAGE ALL 77,792

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	115,600 *
2	113,446 *
3	107,156 *
4	87,550 *
5	84,034 *
6	81,964 *
7	62,672 *
8	60,335 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 89,095

AVERAGE ALL 89,095

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	88,391 *
2	83,500 *
3	78,919 *
4	69,630 *
5	68,500 *
6	61,214 *
7	58,500 *
8	51,650 *
9	47,070 *

AVERAGE "*" 67,486

AVERAGE ALL 67,486

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	80,395 *
2	75,840 *
3	72,133 *
4	72,100 *
5	70,543 *
6	69,700 *
7	57,723 *
8	55,330 *

AVERAGE "*" 69,221

AVERAGE ALL 69,221

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	96,833 *
2	89,175 *
3	82,587 *
4	76,801 *

AVERAGE "*" 86,349

AVERAGE ALL 86,349

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	122,974 *
2	111,280 *
3	(110,660)*

AVERAGE "*" 114,971

AVERAGE ALL 114,971

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	162,600 *
2	147,548 *
3	134,000 *
4	133,880 *
5	124,000 *
6	112,992 *
7	(110,660)*
8	110,189 *
9	108,158 *
10	107,707 *

AVERAGE "*" 125,173

AVERAGE ALL 125,173

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	108,200 *
2	108,000 *
3	98,614 *
4	93,441 *
5	92,656 *
6	89,795 *
7	88,286 *

* = NASULGC

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ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK (CONTINUED)	SALARY
8	85,771 *
9	82,650 *
AVERAGE "*"	94,157
AVERAGE ALL	94,157

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	72,197 *
2	54,647 *
3	45,732 *
4	38,993 *
AVERAGE "*"	52,892
AVERAGE ALL	52,892

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	147,000 *
2	144,882 *
3	124,000 *
4	121,470 *
5	112,299 *
6	109,479 *
7	104,952 *
8	87,929 *
AVERAGE "*"	119,001
AVERAGE ALL	119,001

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	108,600 *
2	96,607 *
3	96,366 *
4	94,400 *
5	88,569 *
6	84,946 *
7	81,200 *
8	75,411 *
9	71,450 *
AVERAGE "*"	88,617
AVERAGE ALL	88,617

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	87,570 *
2	83,342 *
3	74,600 *
4	70,850 *
5	59,090 *
6	56,500 *
7	55,497 *
8	37,662 *
9	37,440 *
AVERAGE "*"	62,506
AVERAGE ALL	62,506

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	92,488 *
2	61,274 *
3	47,250 *
AVERAGE "*"	67,004
AVERAGE ALL	67,004

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	84,460 *
2	72,540 *
3	66,352 *
4	63,605 *
5	59,162 *
6	58,335 *
7	56,160 *
8	53,044 *
9	50,000 *
10	47,145 *
AVERAGE "*"	61,080
AVERAGE ALL	61,080

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	84,381 *
2	73,700 *
3	68,000 *
4	66,585 *
5	65,050 *
6	56,775 *
7	46,767 *
AVERAGE "*"	65,894
AVERAGE ALL	65,894

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	94,956 *
2	86,947 *
3	79,660 *
4	75,67[illegible] *
5	73,47[illegible] *
6	72,5[illegible] *
7	72,0[illegible] *
8	68,6[illegible] *
9	65,[illegible]77 *
AVERAGE "*"	76,586
AVERAGE ALL	76,586

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	70,850 *
2	65,177 *
3	62,679 *
4	56,851 *
5	54,617 *
6	41,269 *
AVERAGE "*"	58,574
AVERAGE ALL	58,574

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	91,314 *
2	88,878 *
3	80,884 *
4	78,710 *
5	78,667 *
6	74,000 *
7	70,814 *
8	70,670 *
9	59,636 *
AVERAGE "*"	77,064
AVERAGE ALL	77,064

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	122,000 *
2	120,000 *
3	114,483 *
4	105,999 *
5	103,428 *
6	101,355 *
7	100,743 *
8	96,125 *
9	94,474 *
10	87,500 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	104,611
AVERAGE ALL	104,611

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	88,080 *
2	78,300 *
3	76,111 *
4	73,529 *
5	73,365 *
6	67,064 *
AVERAGE "*"	76,075
AVERAGE ALL	76,075

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	102,313 *
2	77,634 *
3	68,219 *
4	65,362 *
5	43,641 *
6	28,841 *
AVERAGE "*"	64,335
AVERAGE ALL	64,335

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	87,450 *
2	82,448 *
3	78,100 *
4	75,544 *
5	74,873 *
6	74,015 *
7	67,500 *
8	63,035 *
9	52,370 *
AVERAGE "*"	72,815
AVERAGE ALL	72,815

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	77,787 *
2	74,438 *
3	74,263 *
4	68,606 *
5	67,273 *
6	64,425 *
7	62,372 *
8	52,213 *
AVERAGE "*"	67,672
AVERAGE ALL	67,672

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	82,650 *
2	76,195 *
3	69,000 *
4	64,350 *
5	63,952 *
6	63,324 *
7	61,000 *
8	58,830 *
9	57,000 *
10	52,362 *
11	51,396 *
AVERAGE "*"	63,642
AVERAGE ALL	63,642

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	102,855 *

* = NASULGC

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK (CONTINUED)	SALARY
2	76,500 *
3	67,479 *
4	67,050 *
5	63,502 *
6	62,990 *
7	62,983 *
8	61,797 *
9	50,720 *
AVERAGE "*"	68,431
AVERAGE ALL	68,431

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	102,133 *
2	96,272 *
3	85,783 *
4	84,039 *
5	67,000 *
6	54,627 *
7	44,936 *
AVERAGE "*"	76,399
AVERAGE ALL	76,399

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	68,890 *
2	66,267 *
3	58,330 *
4	56,780 *
5	56,096 *
6	52,732 *
7	51,605 *
8	46,510 *
9	43,745 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	55,662
AVERAGE ALL	55,662

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	114,000 *
2	99,751 *
3	88,795 *
4	(84,250)*
AVERAGE "*"	96,699
AVERAGE ALL	96,699

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	99,700 *
2	94,059 *
3	(84,250)*
4	78,681 *
5	67,218 *
6	66,398 *
7	49,000 *
AVERAGE "*"	77,044
AVERAGE ALL	77,044

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	85,787 *
2	83,902 *
3	73,704 *
4	68,500 *
5	67,679 *
6	63,176 *
7	50,481 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	70,461
AVERAGE ALL	70,461

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	86,006 *
2	85,513 *
3	84,798 *
4	79,786 *
5	70,281 *
6	66,760 *
7	64,561 *
8	59,913 *
9	58,000 *
10	55,330 *
11	47,753 *
AVERAGE "*"	68,973
AVERAGE ALL	68,973

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	140,081 *
2	127,800 *
3	111,570 *
4	104,624 *
5	95,000 *
AVERAGE "*"	115,815
AVERAGE ALL	115,815

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	92,704 *
2	86,750 *
3	84,207 *
4	75,964 *

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK (CONTINUED)	SALARY
5	72,832 *
6	69,360 *
7	68,640 *
8	50,218 *
9	45,000 *
AVERAGE "*"	71,742
AVERAGE ALL	71,742

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	88,152 *
2	75,750 *
3	74,190 *
4	45,474 *
AVERAGE "*"	70,892
AVERAGE ALL	70,892

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	112,750 *
2	111,092 *
3	98,800 *
4	90,279 *
5	88,358 *
AVERAGE "*"	100,256
AVERAGE ALL	100,256

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	78,226 *
2	74,348 *
3	69,445 *
AVERAGE "*"	74,006
AVERAGE ALL	74,006

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	88,053 *
2	76,529 *
3	75,712 *
4	56,236 *
5	51,500 *
AVERAGE "*"	69,606
AVERAGE ALL	69,606

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	97,545 *
2	95,830 *
3	83,200 *
AVERAGE "*"	92,192
AVERAGE ALL	92,192

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	126,000 *
2	112,415 *
3	102,244 *
4	101,920 *
5	98,580 *
6	87,931 *
AVERAGE "*"	104,848
AVERAGE ALL	104,848

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	79,975 *
2	72,805 *
3	69,331 *
4	64,815 *
5	62,559 *
6	58,820 *
AVERAGE "*"	68,051
AVERAGE ALL	68,051

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	111,008 *
2	104,624 *
3	103,573 *
4	101,850 *
AVERAGE "*"	105,264
AVERAGE ALL	105,264

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	160,000 *
2	140,791 *
3	124,720 *
4	122,986 *
5	119,699 *
6	113,520 *
7	100,000 *
8	99,066 *
9	84,670 *
AVERAGE "*"	118,384
AVERAGE ALL	118,384

* = NASULGC

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	104,510 *
2	98,515 *
3	91,420 *
4	91,190 *
5	88,847 *
6	86,258 *
7	47,840 *
AVERAGE "*"	86,940
AVERAGE ALL	86,940

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	106,299 *
2	(105,060)*
3	97,668 *
AVERAGE "*"	103,009
AVERAGE ALL	103,009

DEANS:
EDUCATION

RANK	SALARY
1	127,292 *
2	117,600 *
3	105,000 *
4	104,310 *
5	100,615 *
6	90,480 *
7	87,288 *
AVERAGE "*"	104,655
AVERAGE ALL	104,655

DEANS:
ENGINEERING

RANK	SALARY
1	155,859 *
2	142,000 *
3	138,433 *
4	130,000 *
5	118,742 *
6	115,812 *
7	110,260 *
8	96,010 *
9	73,000 *
AVERAGE "*"	120,013
AVERAGE ALL	120,013

DEANS:
GRADUATE

RANK	SALARY
1	128,369 *
2	101,027 *
3	97,886 *
4	84,336 *
5	83,850 *
6	83,046 *
7	70,645 *
AVERAGE "*"	92,737
AVERAGE ALL	92,737

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	119,300 *
2	102,752 *
3	101,120 *
AVERAGE "*"	107,724
AVERAGE ALL	107,724

DEANS:
SCIENCE

RANK	SALARY
1	130,000 *
2	111,124 *
3	102,999 *
4	90,686 *
AVERAGE "*"	108,702
AVERAGE ALL	108,702

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	128,600 *
2	119,181 *
3	111,417 *
4	74,443 *
AVERAGE "*"	108,410
AVERAGE ALL	108,410

DEANS:
SOCIAL WORK

RANK	SALARY
1	131,197 *
2	112,600 *
3	108,000 *
4	85,309 *
AVERAGE "*"	109,277
AVERAGE ALL	109,277

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY
1	111,830 *
2	97,942 *
3	61,875 *

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

DEANS:
UNDERGRADUATE
STUDIES

(CONTINUED)

AVERAGE "*" 90,549

AVERAGE ALL 90,549

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	176,800 *
2	153,030 *
3	126,001 *

AVERAGE "*" 151,944

AVERAGE ALL 151,944

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	128,000 *
2	115,700 *
3	94,306 *
4	90,517 *
5	78,213 *

AVERAGE "*" 101,347

AVERAGE ALL 101,347

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	420,717 *
2	286,809 *
3	225,000 *
4	132,480 *

AVERAGE "*" 266,252

AVERAGE ALL 266,252

MEDICAL DEANS:
NURSING

RANK	SALARY
1	121,000 *
2	115,600 *
3	100,351 *
4	98,332 *
5	97,153 *
6	85,000 *
7	78,883 *

AVERAGE "*" 99,474

AVERAGE ALL 99,474

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	131,300 *
2	120,510 *
3	103,018 *

AVERAGE "*" 118,276

AVERAGE ALL 118,276

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES REPRESENTING FORTY SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, West Virginia, and the District of Columbia. The Universities participating in this region are:

*UNIVERSITY OF DELAWARE
UNIVERSITY OF MARYLAND AT BALTIMORE
*UNIVERSITY OF MARYLAND, COLLEGE PARK
COLLEGE OF WILLIAM AND MARY
*UNIVERSITY OF VIRGINIA
*VIRGINIA COMMONWEALTH UNIVERSITY
*VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
*WEST VIRGINIA UNIVERSITY
*TEMPLE UNIVERSITY
OLD DOMINION UNIVERSITY

* Member of the National Association of State and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
PHILADELPHIA REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	260,000
2	221,449 *
3	205,000 *
4	161,200 *
5	153,645 *
6	153,644 *
7	153,644 *
8	153,027
9	134,819
10	113,004 *

AVERAGE "*" 170,943

AVERAGE ALL 170,943

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	168,800 *
2	154,500
3	146,547 *

AVERAGE "*" 156,616

AVERAGE ALL 156,616

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	166,000 *
2	131,649 *
3	131,000 *
4	128,500 *
5	110,000

AVERAGE "*" 133,430

AVERAGE ALL 133,430

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	105,152 *
2	87,593
3	87,000 *
4	78,312 *
5	75,000
6	56,000 *
7	50,904 *
8	36,950

AVERAGE "*" 72,114

AVERAGE ALL 72,114

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR HEALTH

RANK	SALARY
1	400,000
2	300,806 *
3	192,000 *
4	81,144 *

AVERAGE "*" 243,488

AVERAGE ALL 243,488

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR INFORMATION MANAGEMENT

RANK	SALARY
1	148,800
2	137,200 *
3	125,000 *
4	123,599 *
5	117,000 *
6	116,500 *
7	80,076 *

AVERAGE "*" 121,168

AVERAGE ALL 121,168

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	99,500
2	97,691 *
3	85,750 *
4	83,500
5	73,100 *
6	65,892 *
7	60,873

AVERAGE "*" 80,901

AVERAGE ALL 80,901

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	81,800 *
2	71,240
3	70,200 *
4	68,300
5	64,117 *
6	61,508 *
7	60,456 *
8	60,000 *
9	55,900
10	55,000 *

AVERAGE "*" 64,852

AVERAGE ALL 64,852

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	90,034
2	78,500 *
3	76,325 *
4	68,500 *
5	67,000 *
6	62,781 *
7	62,000
8	60,000 *
9	56,000
10	54,380 *

* = NASULGC

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

(CONTINUED)

RANK	SALARY (CONTINUED)
AVERAGE "x"	67,552
AVERAGE ALL	67,552

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	170,000
2	102,400 *
3	99,867 *
4	86,520 *
5	84,146 *
6	82,600 *
7	79,900
8	72,948 *
AVERAGE "x"	97,298
AVERAGE ALL	97,298

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	103,000
2	82,700
3	62,500 *
4	60,000 *
5	48,000 *
AVERAGE "x"	71,240
AVERAGE ALL	71,240

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	145,590 *
2	122,000
3	102,999 *
AVERAGE "x"	123,530
AVERAGE ALL	123,530

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	220,000 *
2	158,000 *
3	154,500
4	147,124 *
5	141,000 *
6	140,000
7	116,016 *
AVERAGE "x"	153,806
AVERAGE ALL	153,806

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	108,285 *
2	106,488
3	105,000 *
4	93,730 *
5	90,000 *
6	89,000
7	86,800 *
8	82,840
9	65,000 *
AVERAGE "x"	91,905
AVERAGE ALL	91,905

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	183,000
2	128,500 *
3	126,000 *
4	116,000 *
5	110,000
6	107,600
7	84,000 *
AVERAGE "x"	122,157
AVERAGE ALL	122,157

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	109,150
2	87,000 *
3	85,000 *
4	84,500 *
5	79,001 *
6	72,264 *
7	65,000
8	64,206 *
9	53,500
AVERAGE "x"	77,736
AVERAGE ALL	77,736

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	125,000 *
2	68,700 *
3	67,375 *
4	50,000 *
5	35,800
AVERAGE "x"	69,375
AVERAGE ALL	69,375

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHAS

RANK	SALARY
1	101,118
2	81,575 *
3	75,000 *
4	70,812 *

* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGION

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK (CONTINUED)	SALARY
5	68,016 *
6	67,500 *
7	53,200 *
8	47,700
9	43,747
AVERAGE "*"	67,630
AVERAGE ALL	67,630

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	88,538
2	77,700 *
3	77,050 *
4	73,400
5	63,300 *
6	61,101
7	59,577 *
8	51,972 *
AVERAGE "*"	69,080
AVERAGE ALL	69,080

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	130,000 *
2	125,000
3	82,840 *
4	80,200 *
5	75,000 *
6	73,250 *
7	72,100 *
8	61,800
9	56,280 *
10	40,919

RANK (CONTINUED)	SALARY
AVERAGE "*"	79,739
AVERAGE ALL	79,739

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	59,565
2	58,987 *
3	48,900 *
4	48,900 *
5	40,919 *
6	32,749
7	28,021
AVERAGE "*"	45,434
AVERAGE ALL	45,434

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	86,200
2	83,564 *
3	80,200 *
4	80,000 *
5	76,310 *
6	68,000 *
7	65,000 *
8	64,000
9	60,000
AVERAGE "*"	73,697
AVERAGE ALL	73,697

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	130,000 *
2	124,240 *
3	115,500
4	111,239 *
5	110,220 *
6	94,200
7	88,000
8	83,430 *
9	80,000 *
AVERAGE "*"	104,092
AVERAGE ALL	104,092

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	100,000 *
2	87,000 *
3	84,842 *
4	75,900
5	69,660 *
6	60,700
7	49,692 *
AVERAGE "*"	75,399
AVERAGE ALL	75,399

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	99,349 *
2	68,500
3	58,950 *
AVERAGE "*"	75,600
AVERAGE ALL	75,600

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	84,850 *
2	77,062
3	76,700 *
4	75,000 *
5	70,572 *
6	66,760 *

* = NASULGC

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK (CONTINUED)	SALARY
7	62,000
8	57,000
9	45,950 *
AVERAGE "*"	68,433
AVERAGE ALL	68,433

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	80,800 *
2	70,708
3	69,000 *
4	67,000
5	66,700 *
6	65,000 *
7	63,774 *
8	62,595
9	54,450 *
10	42,984 *
AVERAGE "*"	64,301
AVERAGE ALL	64,301

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	72,000 *
2	71,000
3	66,000 *
4	64,400 *
5	62,000 *
6	61,000
7	56,292 *
8	55,439
9	53,883 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	62,446
AVERAGE ALL	62,446

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	77,046 *
2	67,900 *
3	66,303 *
4	60,264 *
5	58,000 *
6	56,520
7	54,126 *
8	53,400
9	43,396
AVERAGE "*"	59,662
AVERAGE ALL	59,662

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	148,000 *
2	111,077 *
3	99,303 *
4	89,800
5	87,312 *
6	80,442 *
7	56,214 *
8	49,000
AVERAGE "*"	90,144
AVERAGE ALL	90,144

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	77,000 *
2	68,501 *
3	67,325 *
4	58,632 *
5	56,812
6	53,600
7	50,222
8	49,140 *
9	38,000 *
AVERAGE "*"	57,692
AVERAGE ALL	57,692

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	84,975 *
2	78,600
3	75,700
4	69,500 *
5	55,000
6	46,350 *
AVERAGE "*"	68,354
AVERAGE ALL	68,354

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	102,800
2	98,500 *
3	90,341 *
4	78,500 *
5	72,500 *
6	59,016 *
7	42,783
8	40,919
AVERAGE "*"	73,170
AVERAGE ALL	73,170

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	89,140

* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGION

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK (CONTINUED)	SALARY
2	79,619 *
3	76,200 *
4	75,745 *
5	71,500 *
6	65,000 *
7	55,892 *
8	55,000
9	46,788 *
10	45,740
AVERAGE "*"	66,062
AVERAGE ALL	66,062

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	140,000 *
2	125,504 *
3	107,500 *
4	102,201 *
5	94,800
6	86,280 *
AVERAGE "*"	109,381
AVERAGE ALL	109,381

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	97,152
2	84,048 *
3	75,000 *
4	71,448 *
5	68,000 *
6	63,000 *
7	60,265 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	74,130
AVERAGE ALL	74,130

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	135,000
2	89,000 *
3	75,000 *
4	70,700 *
5	67,000 *
6	50,000 *
AVERAGE "*"	81,117
AVERAGE ALL	81,117

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	164,800
2	137,200 *
3	128,104 *
4	91,500
5	87,822
6	77,250 *
AVERAGE "*"	114,446
AVERAGE ALL	114,446

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	94,348 *
2	78,400
3	78,000 *
4	65,500

RANK (CONTINUED)	SALARY
AVERAGE "*"	79,062
AVERAGE ALL	79,062

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	80,000
2	76,500 *
3	58,066 *
4	57,312
5	56,085 *
6	55,647 *
7	38,315
AVERAGE "*"	60,275
AVERAGE ALL	60,275

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	101,000 *
2	97,563 *
3	68,551 *
AVERAGE "*"	89,038
AVERAGE ALL	89,038

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	140,000 *
2	132,057 *
3	126,700 *
4	108,640
AVERAGE "*"	126,849
AVERAGE ALL	126,849

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	115,860 *
2	110,000 *
3	110,000 *
AVERAGE "*"	111,953
AVERAGE ALL	111,953

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	89,707 *
2	87,800
3	70,779 *
4	60,000 *
5	59,879 *
6	55,512 *
7	53,457 *
8	43,500
AVERAGE "*"	65,079
AVERAGE ALL	65,079

DEANS:
AGRICULTURE

RANK	SALARY
1	133,032 *
2	126,000 *
3	115,000 *
4	95,004 *
AVERAGE "*"	117,259
AVERAGE ALL	117,259

DEANS:
ARCHITECTURE

RANK	SALARY
1	130,500 *
2	111,000 *
3	100,500 *
AVERAGE "*"	114,000
AVERAGE ALL	114,000

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	126,000
2	121,739 *
3	120,000 *
4	118,200 *
5	118,000
6	110,000 *
7	100,000
8	99,036 *
AVERAGE "*"	114,122
AVERAGE ALL	114,122

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	189,000
2	159,000 *
3	155,000 *
4	146,208 *
5	141,500
6	127,000 *
7	121,000 *
8	118,008 *
AVERAGE "*"	144,590
AVERAGE ALL	144,590

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	125,000 *
2	99,000 *
3	93,763 *
4	71,136
AVERAGE "*"	97,225
AVERAGE ALL	97,225

DEANS:
EDUCATION

RANK	SALARY
1	141,800 *
2	132,433 *
3	116,000
4	110,000 *
5	109,900 *
6	95,700
7	87,300
8	87,012 *
9	85,950 *
AVERAGE "*"	107,344
AVERAGE ALL	107,344

DEANS:
ENGINEERING

RANK	SALARY
1	150,000 *
2	149,238 *
3	148,000 *
4	130,000 *
5	122,000
6	118,008 *
7	107,900
AVERAGE "*"	132,164
AVERAGE ALL	132,164

DEANS:
FINE ARTS

RANK	SALARY
1	108,000
2	102,551 *
3	81,516 *

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGION

DEANS:
FINE ARTS

(CONTINUED)

AVERAGE "*"	97,356
AVERAGE ALL	97,356

DEANS:
GRADUATE

RANK	SALARY
1	115,860 *
2	105,000 *
3	103,384 *
4	85,900
5	82,400
AVERAGE "*"	98,509
AVERAGE ALL	98,509

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	105,200 *
2	98,729 *
3	83,600
4	76,008 *
AVERAGE "*"	90,884
AVERAGE ALL	90,884

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	165,000
2	123,000 *
3	103,000
4	85,008 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	119,002
AVERAGE ALL	119,002

DEANS:
LAW

RANK	SALARY
1	214,000
2	190,000 *
3	149,350 *
4	111,012 *
AVERAGE "*"	166,091
AVERAGE ALL	166,091

DEANS:
SOCIAL WORK

RANK	SALARY
1	116,390 *
2	104,000
3	102,943 *
4	86,016 *
AVERAGE "*"	102,337
AVERAGE ALL	102,337

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	178,190 *
2	149,000
3	137,173 *
4	95,016 *
AVERAGE "*"	139,845
AVERAGE ALL	139,845

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	105,500
2	92,597 *
3	89,600
AVERAGE "*"	95,899
AVERAGE ALL	95,899

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	311,575 *
2	297,000
3	247,241 *
4	233,500 *
5	81,144 *
AVERAGE "*"	234,092
AVERAGE ALL	234,092

MEDICAL DEANS:
NURSING

RANK	SALARY
1	121,540 *
2	113,700 *
3	100,700 *
4	100,512 *
5	97,302 *
AVERAGE "*"	106,751
AVERAGE ALL	106,751

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	140,000 *
2	121,500
3	115,927 *

* = NASULGC

MEDICAL DEANS:
PHARMACY

(CONTINUED)

AVERAGE "*"	125,809
AVERAGE ALL	125,809

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES REPRESENTING FORTY SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO AND SEATTLE REGIONS-

The San Francisco and Seattle Regions as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, Washington, Arizona, California, Hawaii, and Nevada as well as the territories of Guam and Samoa. The Universities participating in this region are:

*UNIVERSITY OF IDAHO
*OREGON STATE UNIVERSITY
*UNIVERSITY OF OREGON
*WASHINGTON STATE UNIVERSITY
NORTHERN ARIZONA UNIVERSITY
*UNIVERSITY OF ARIZONA
*UNIVERSITY OF CALIFORNIA, SANTA BARBARA
*UNIVERSITY OF HAWAII AT MANOA
*UNIVERSITY OF NEVADA,RENO
*ARIZONA STATE UNIVERSITY

* Member of the National Association of State and Universities Land-Grant Colleges.

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM OF MULTI-CAMPUSES

RANK	SALARY
1	156,564 *
2	153,000 *
3	124,699 *

AVERAGE "*" 144,754

AVERAGE ALL 144,754

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	175,000 *
2	156,563 *
3	149,997 *
4	130,041 *
5	129,780
6	116,964 *
7	116,964 *

AVERAGE "*" 139,330

AVERAGE ALL 139,330

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	137,000 *
2	132,870 *
3	(116,724)*

AVERAGE "*" 128,865

AVERAGE ALL 128,865

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	91,491 *
2	88,650 *
3	68,340 *
4	66,750 *

RANK SALARY (CONTINUED)

AVERAGE "*" 78,808

AVERAGE ALL 78,808

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	89,000 *
2	86,700 *
3	82,272 *
4	77,530 *
5	77,277 *
6	64,350 *

AVERAGE "*" 79,522

AVERAGE ALL 79,522

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	79,576 *
2	78,280 *
3	59,292 *
4	54,828 *
5	51,678 *
6	47,000 *
7	45,559 *
8	45,000 *
9	42,500 *

AVERAGE "*" 55,968

AVERAGE ALL 55,968

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	78,366 *
2	66,459 *
3	63,705 *
4	60,421 *
5	54,000 *
6	53,452

AVERAGE "*" 62,734

AVERAGE ALL 62,734

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	102,567 *
2	101,118 *
3	98,880 *
4	74,100 *

AVERAGE "*" 94,166

AVERAGE ALL 94,166

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	108,600 *
2	76,073 *
3	75,000 *

AVERAGE "*" 86,558

AVERAGE ALL 86,558

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	141,110 *
2	137,000 *
3	120,000 *
4	115,000 *
5	111,708 *
6	111,017 *
7	95,790

AVERAGE "*" 118,804

AVERAGE ALL 118,804

* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	141,110 *
2	121,168 *
3	120,000 *
4	99,514 *
AVERAGE "*"	120,448
AVERAGE ALL	120,448

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	107,900 *
2	102,485 *
3	95,670 *
4	94,980 *
5	89,344 *
6	87,744 *
7	85,805 *
8	72,100
9	70,908 *
AVERAGE "*"	89,660
AVERAGE ALL	89,660

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	98,945 *
2	71,070 *
3	58,676 *
AVERAGE "*"	76,230
AVERAGE ALL	76,230

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	127,224 *
2	126,690 *
3	(116,724)*
4	111,017 *
5	107,000 *
6	103,800 *
7	97,535 *
8	94,691 *
9	89,095
AVERAGE "*"	108,197
AVERAGE ALL	108,197

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	94,396 *
2	85,000 *
3	84,985 *
4	84,189 *
5	70,219 *
6	69,985 *
7	61,260 *
AVERAGE "*"	78,576
AVERAGE ALL	78,576

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	88,754 *
2	85,122 *
3	68,324 *
4	63,000 *
AVERAGE "*"	76,300
AVERAGE ALL	76,300

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	72,101 *
2	71,941 *
3	57,085 *
4	56,702 *
5	51,500
6	50,004 *
7	47,523 *
8	46,841 *
AVERAGE "*"	56,712
AVERAGE ALL	56,712

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	77,664 *
2	56,772 *
3	54,768 *
4	47,625 *
5	33,990 *
AVERAGE "*"	54,164
AVERAGE ALL	54,164

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	89,738 *
2	88,902 *
3	83,515 *
4	77,486 *
5	77,145 *
6	76,380 *
7	69,588 *
8	69,585 *
9	62,324 *
AVERAGE "*"	77,185
AVERAGE ALL	77,185

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	53,324 *

* = NASULGC

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK (CONTINUED)	SALARY
2	51,550 *
3	47,000 *
4	45,239 *
5	40,380 *
6	30,132 *
AVERAGE "*"	44,604
AVERAGE ALL	44,604

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	89,800 *
2	81,370 *
3	77,251 *
4	67,800 *
5	65,718 *
6	60,895 *
7	60,770
8	55,000 *
9	49,089 *
AVERAGE "*"	67,521
AVERAGE ALL	67,521

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	116,000 *
2	109,428 *
3	106,158 *
4	97,310 *
5	96,826 *
6	93,552 *
7	92,000 *
8	88,894 *
9	71,500

RANK (CONTINUED)	SALARY
AVERAGE "*"	96,852
AVERAGE ALL	96,852

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	77,250 *
2	72,100 *
3	67,908 *
4	67,320 *
5	66,950 *
6	63,464 *
7	61,500
8	58,819 *
AVERAGE "*"	66,914
AVERAGE ALL	66,914

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	61,176 *
2	56,039 *
3	50,165
4	45,320 *
5	44,620 *
AVERAGE "*"	51,464
AVERAGE ALL	51,464

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	82,992 *
2	77,070 *
3	64,478 *
4	61,800 *
5	60,264 *
6	52,910
7	52,536 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	64,579
AVERAGE ALL	64,579

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	71,925 *
2	70,200 *
3	67,008 *
4	65,166 *
5	63,861 *
6	61,800 *
7	58,104 *
8	58,000
AVERAGE "*"	64,508
AVERAGE ALL	64,508

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	72,000 *
2	69,000 *
3	68,364 *
4	67,015 *
5	64,350 *
6	63,860 *
7	63,860 *
8	53,004 *
9	52,614
AVERAGE "*"	63,785
AVERAGE ALL	63,785

STUDENT AFFAIRS OFFICEI
DIRECTOR OF HOUSING

RANK	SALARY
1	85,333 *
2	78,500 *
3	69,588 *

* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK (CONTINUED)	SALARY
4	64,046 *
5	61,301 *
6	58,897 *
7	58,008 *
8	52,096 *
9	51,828 *
10	50,000
AVERAGE "*"	62,960
AVERAGE ALL	62,960

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	123,964 *
2	89,610 *
3	88,994 *
4	86,268 *
5	85,104 *
6	84,400
7	79,824 *
AVERAGE "*"	91,166
AVERAGE ALL	91,166

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	83,298 *
2	60,000 *
3	55,900 *
4	55,395 *
5	54,216 *
6	50,470 *
7	49,280
8	47,740 *
9	47,148 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	55,939
AVERAGE ALL	55,939

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	78,962 *
2	77,251 *
3	60,770
4	60,240 *
5	58,088 *
6	52,578 *
AVERAGE "*"	64,648
AVERAGE ALL	64,648

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	91,761 *
2	85,679 *
3	81,370 *
4	74,592 *
5	70,347 *
6	70,011 *
7	65,841 *
8	63,800
AVERAGE "*"	75,425
AVERAGE ALL	75,425

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	78,203 *
2	74,984 *
3	60,904 *
4	60,559 *
5	58,000 *
6	53,562 *
7	53,052 *
8	53,000
AVERAGE "*"	61,533
AVERAGE ALL	61,533

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	124,500 *
2	104,583 *
3	103,692 *
4	99,864 *
5	97,535 *
6	89,095
7	84,501 *
AVERAGE "*"	100,539
AVERAGE ALL	100,539

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	79,310 *
2	71,861 *
3	68,856 *
4	55,899 *
5	53,200 *
AVERAGE "*"	65,825
AVERAGE ALL	65,825

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	87,550 *
2	86,521 *
3	57,479 *
4	55,600 *
5	52,275 *
6	50,004 *
7	44,280 *

* = NASULGC

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

(CONTINUED)

AVERAGE "*" 61,958

AVERAGE ALL 61,958

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	83,779 *
2	83,316 *
3	75,398 *
4	68,500 *
5	51,000 *

AVERAGE "*" 72,399

AVERAGE ALL 72,399

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	86,367 *
2	78,396 *
3	76,500 *
4	68,682 *
5	67,068 *
6	65,304 *
7	60,844 *
8	44,955

AVERAGE "*" 68,515

AVERAGE ALL 68,515

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	105,804 *
2	85,610 *
3	85,357 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 92,257

AVERAGE ALL 92,257

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	121,510 *
2	118,450 *
3	116,088 *
4	110,725 *
5	104,724 *

AVERAGE "*" 114,299

AVERAGE ALL 114,299

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	87,660 *
2	86,304 *
3	71,483 *
4	66,120 *
5	57,500 *
6	54,000 *

AVERAGE "*" 70,511

AVERAGE ALL 70,511

DEANS:
AGRICULTURE

RANK	SALARY
1	128,750 *
2	119,470 *
3	111,526 *
4	110,400 *
5	105,780 *
6	99,556 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 112,580

AVERAGE ALL 112,580

DEANS:
ARCHITECTURE

RANK	SALARY
1	115,056 *
2	107,628 *
3	102,794 *
4	89,255 *
5	84,627 *

AVERAGE "*" 99,872

AVERAGE ALL 99,872

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	120,000 *
2	106,428 *
3	104,259 *
4	90,118 *
5	86,520

AVERAGE "*" 101,465

AVERAGE ALL 101,465

DEANS:
BUSINESS MANAGEMEN

RANK	SALARY
1	133,9(
2	124,6
3	116,0
4	105,9
5	105,0
6	104,86
7	102,99
8	89,262
9	87,035

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

DEANS:
BUSINESS MANAGEMENT

(CONTINUED)

AVERAGE "*"	107,745
AVERAGE ALL	107,745

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	94,764 *
2	94,178 *
3	91,908 *
4	72,400 *
5	64,368 *
6	61,800
AVERAGE "*"	79,903
AVERAGE ALL	79,903

DEANS:
EDUCATION

RANK	SALARY
1	117,936 *
2	114,330 *
3	108,150 *
4	106,500 *
5	106,469 *
6	101,510 *
7	84,276 *
8	83,430
9	80,806 *
AVERAGE "*"	100,379
AVERAGE ALL	100,379

DEANS:
ENGINEERING

RANK	SALARY
1	135,000 *
2	134,930 *
3	129,780 *
4	120,000 *
5	114,636 *
6	114,415 *
7	101,498 *
8	94,000
AVERAGE "*"	118,032
AVERAGE ALL	118,032

DEANS:
FINE ARTS

RANK	SALARY
1	128,933 *
2	100,940 *
3	100,000 *
AVERAGE "*"	109,958
AVERAGE ALL	109,958

DEANS:
FORESTRY

RANK	SALARY
1	99,804 *
2	82,812
3	77,110 *
AVERAGE "*"	86,575
AVERAGE ALL	86,575

DEANS:
GRADUATE

RANK	SALARY
1	118,750 *
2	108,768 *
3	103,586 *
4	102,785 *
5	95,701 *
6	81,084 *

RANK	SALARY (CONTINUED)
AVERAGE "*"	101,779
AVERAGE ALL	101,779

DEANS:
HUMANITIES

RANK	SALARY
1	128,933 *
2	105,060 *
3	82,632 *
AVERAGE "*"	105,542
AVERAGE ALL	105,542

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	94,000 *
2	88,500 *
3	81,885
AVERAGE "*"	88,128
AVERAGE ALL	88,128

DEANS:
LAW

RANK	SALARY
1	129,780 *
2	127,415 *
3	117,204 *
4	110,000 *
5	96,967 *
AVERAGE "*"	116,273
AVERAGE ALL	116,273

* = NASULGC

DEANS:
SCIENCE

RANK	SALARY
1	122,055 *
2	120,000 *
3	120,000 *
4	106,469 *
5	101,052 *

AVERAGE "*" 113,915

AVERAGE ALL 113,915

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	108,150 *
2	106,933 *
3	106,680 *
4	103,443 *
5	80,855

AVERAGE "*" 101,212

AVERAGE ALL 101,212

DEANS:
SOCIAL WORK

RANK	SALARY
1	116,388 *
2	(101,977)*
3	101,970 *

AVERAGE "*" 106,778

AVERAGE ALL 106,778

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	224,418 *
2	167,112 *
3	154,868 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 182,133

AVERAGE ALL 182,133

MEDICAL DEANS:
NURSING

RANK	SALARY
1	113,300 *
2	112,416 *
3	(101,977)*
4	100,940 *
5	92,188 *

AVERAGE "*" 104,164

AVERAGE ALL 104,164

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	111,240 *
2	106,469 *
3	97,728 *

AVERAGE "*" 105,146

AVERAGE ALL 105,146

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY EIGHT UNIVERSITY SYSTEMS IN THIRTY STATES

This table summarizes the data for thirty eight university systems in thirty states. For making this report possible the University of Arkansas wishes to thank the following universities.

THE UNIVERSITY OF ALABAMA
UNIVERSITY OF ALASKA SYSTEM
UNIVERSITY OF ARKANSAS SYSTEM
SOUTHERN UNIVERSITY & A&M COLLEGE
UNIVERSITY OF CALIFORNIA
UNIVERSITY OF COLORADO SYSTEM
STATE UNIVERSITY SYSTEM OF FLORIDA
BOARD OF REGENTS
UNIVERSITY OF HAWAII - SYSTEM ADMIN
SOUTHERN ILLINOIS UNIVERSITY
UNIVERSITY OF ILLINOIS - CENTRAL ADMINISTRATION
INDIANA UNIVERSITY - CENTRAL ADMINISTRATION
LOUISIANA STATE UNIVERSITY SYSTEM
UNIVERSITY OF MAINE SYSTEM
UNIVERSITY OF MARYLAND SYSTEM ADMINISTRATION
UNIVERSITY OF MASSACHUSETTS
UNIVERSITY OF MISSOURI
MONTANA UNIVERSITY SYSTEM OFFICE
UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA
UNIVERSITY OF NEW HAMPSHIRE
UNIVERSITY OF NEBRASKA CENTRAL ADMIN
THE CITY UNIVERSITY OF NEW YORK
STATE UNIVERSITY OF NEW YORK
UNIVERSITY OF NORTH CAROLINA
COLORADO STATE UNIVERSITY
OREGON STATE SYSTEM OF HIGHER EDUCATION
RUTGERS UNIVERSITY - CENTRAL OFFICE
TENNESSEE BOARD OF REGENTS
UNIVERSITY OF TENNESSEE --SYSTEMS
TEXAS A&M UNIVERSITY SYSTEM
UNIVERSITY OF HOUSTON
UNIVERSITY OF TEXAS SYSTEM ADMINISTRATION
UNIVERSITY OF WISCONSIN-SYSTEM ADMINISTRATION
MINNESOTA STATE UNIVERSITY SYSTEM
UNIVERSITY OF MINNESOTA SYSTEM
UNIVERSITY SYSTEM OF WEST VIRGINIA
UTAH SYSTEM OF HIGHER EDUCATION
NORTH DAKOTA UNIVERSITY SYSTEM
SOUTH DAKOTA BOARD OF REGENTS

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	243,500
2	243,477
3	208,000
4	205,000
5	204,000
6	202,400
7	190,000
8	189,000
9	186,758
10	178,928
11	174,999
12	174,900
13	173,124
14	172,400
15	172,239
16	168,630
17	166,653
18	165,000
19	156,750
20	155,550
21	153,912
22	153,000
23	152,300
24	149,179
25	148,569
26	147,740
27	142,000
28	136,620
29	134,621
30	133,668
31	126,360
32	125,254
33	120,000
34	112,750
35	112,247
36	106,320
37	103,600
38	87,500
AVERAGE	159,920

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
CHANCELLOR

RANK	SALARY
1	210,000
2	190,000
3	160,000
4	155,000
5	153,500
6	147,500
7	140,000
8	136,175
9	135,000
10	(134,900)
11	134,750
12	132,639
13	132,175
14	132,000
15	125,500
16	120,000
17	120,000
18	116,484
19	112,536
20	112,199
21	110,748
22	109,187
23	100,584
24	100,000
25	92,094
26	89,630
27	89,463
28	87,894
29	78,000
30	66,229
31	62,250
AVERAGE	122,143

ACADEMIC OFFICERS:
ASSOCIATE VICE PRES/
CHANCELLOR

RANK	SALARY
1	141,386
2	125,000
3	106,000
4	94,251
5	93,550
6	91,718
7	90,000
8	88,773
9	88,686
10	85,267
11	85,000
12	81,000
13	80,000
14	78,612
15	78,343
16	77,459
AVERAGE	92,815

ACADEMIC OFFICERS:
ASSISTANT VICE PRES/
CHANCELLOR

RANK	SALARY
1	113,200
2	84,000
3	77,459
4	74,600
5	73,700
6	72,951
7	71,532
8	65,390
9	63,606
10	54,000
11	50,616
12	44,950
AVERAGE	70,500

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	119,300
2	93,000
3	83,120
4	57,200
5	51,000
6	49,578
AVERAGE	75,533

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK	SALARY
1	187,500
2	147,500
3	143,666
4	(134,900)
5	125,000
6	122,639

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK	SALARY
(CONTINUED)	
7	122,268
8	120,000
9	(116,724)
10	75,750
AVERAGE	129,595

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT/CHANCELLOR

RANK	SALARY
1	132,880
2	(132,000)
3	130,000
4	127,333
5	(124,000)
6	122,500
7	120,000
8	119,000
9	112,536
10	101,220
11	100,083
12	96,563
13	96,257
AVERAGE	116,490

OPERATIONS OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	(102,000)
2	(86,712)
3	77,682
AVERAGE	88,798

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/
ASST TO THE PRES

RANK	SALARY
1	118,000
2	(112,560)
3	99,269
4	99,000
5	94,000
6	91,019
7	87,500
8	85,000
9	84,625
10	83,436
11	72,000
12	70,532
13	70,000
14	69,043
15	67,600
16	65,000
17	62,937
18	45,000
19	(44,500)
20	41,250
21	39,140
AVERAGE	76,258

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	196,200
2	180,000
3	130,000
4	128,000
5	122,000
6	121,475
7	120,750
8	120,000
9	117,500
10	115,020
11	113,301
12	111,476
13	109,187
14	106,116
15	105,000
16	103,200
17	102,990
18	102,000
19	99,688
20	99,500
21	96,563
22	88,383
23	87,700
24	80,000
25	77,682
26	71,150
27	70,720
28	69,528
29	66,847
30	64,930
31	59,250
32	54,000
AVERAGE	102,817

OPERATIONS OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RES

RANK	SALARY
1	119,000
2	104,808
3	103,000
4	85,650
5	81,000
6	78,800
7	71,125
8	67,021
9	66,820
10	62,037
11	61,850
12	60,576
13	59,616
14	58,000
15	49,900
16	41,600
17	36,000
AVERAGE	70,988

OPERATIONS OFFICERS:
SECRETARY TO THE
BOARD

RANK	SALARY
1	140,676
2	(112,560)
3	111,476
4	108,000
5	102,700
6	101,568
7	96,000
8	91,606
9	90,950
10	90,000

OPERATIONS OFFICERS:
SECRETARY TO THE BOARD

RANK (CONTINUED)	SALARY
11	84,811
12	82,490
13	77,000
14	66,941
15	60,780
16	52,020
17	50,000
18	49,679
19	48,815
20	47,500
21	45,349
22	(44,500)
23	37,015
24	35,099
25	25,699
AVERAGE	74,129

FINANCE AND BUSINESS OFFICERS: VICE PRES/ CHANCELLOR

RANK	SALARY
1	210,000
2	187,500
3	160,000
4	160,000
5	152,930
6	140,000
7	138,986
8	135,000
9	132,175
10	(132,000)
11	130,000
12	127,333
13	125,000
14	123,720
15	122,639
16	121,500
17	120,000
18	(116,724)
19	115,050
20	110,364
21	110,280
22	109,187
23	107,750
24	106,968
25	106,759
26	106,713
27	104,843
28	100,976
29	100,584
30	91,612
31	88,410
32	85,500
33	62,250
34	56,496
AVERAGE	120,566

FINANCE AND BUSINESS OFFICERS: ASSOC VICE PRES/CHANCELLOR

RANK	SALARY
1	130,500
2	119,000
3	103,093
4	90,833
5	90,000
6	89,489
7	87,924
8	(86,712)
9	86,652
10	81,200
11	77,714
12	72,000
AVERAGE	92,926

FINANCE AND BUSINESS OFFICERS: ASST VICE PRES/CHANCELLOR

RANK	SALARY
1	114,250
2	110,400
3	104,750
4	94,227
5	91,500
6	90,607
7	89,000
8	87,127
9	84,294
10	71,664
11	42,250

RANK (CONTINUED)	SALARY
AVERAGE	89,097

FINANCE AND BUSINESS OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	106,000
2	103,600
3	102,859
4	97,224
5	95,800
6	88,500
7	87,300
8	81,000
9	80,400
10	74,100
11	72,337
12	69,700
13	65,000
14	62,000
15	60,393
16	57,018
17	56,566
18	56,270
19	55,791
20	52,700
21	40,978
22	28,000
AVERAGE	72,433

FINANCE AND BUSINESS OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	97,873
2	93,730
3	77,000
4	56,566
5	47,250
6	42,000
AVERAGE	69,070

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

FINANCE AND BUSINESS OFFICERS:
CONTROLLER

RANK	SALARY
1	120,500
2	102,859
3	101,354
4	100,700
5	97,222
6	94,600
7	87,924
8	84,468
9	84,200
10	83,475
11	82,500
12	81,200
13	79,000
14	77,000
15	75,432
16	67,026
17	66,100
18	57,050
19	56,566
AVERAGE	84,167

FINANCE AND BUSINESS OFFICERS:
AUDITOR

RANK	SALARY
1	101,185
2	97,409
3	93,400
4	90,000
5	88,500
6	82,203
7	78,000
8	76,447
9	75,764
10	75,650
11	75,400
12	68,800
13	68,089
14	68,000
15	67,200
16	66,000
17	65,700
18	65,621
19	64,332
20	63,089
21	62,574
22	60,900
23	56,736
24	55,256
25	54,838
26	50,890
27	50,128
AVERAGE	71,189

FINANCE AND BUSINESS OFFICERS:
TREASURER

RANK	SALARY
1	238,400
2	106,000
3	104,500
4	103,600
5	88,333
6	81,382
7	76,100
8	74,500
9	73,000
10	69,960
11	66,432
AVERAGE	98,382

FINANCE AND BUSINESS OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	112,500
2	108,000
3	(102,000)
4	101,500
5	95,011
6	92,000
7	90,607
8	88,750
9	88,056
10	87,887
11	85,750
12	80,000
13	78,700
14	76,465
15	75,288
16	71,401
17	70,176
18	58,000
19	56,566
20	50,000
21	45,675
22	44,000
23	39,000
24	33,200
AVERAGE	76,272

PUBLIC RELATIONS OFFICERS INFORMATION SERVICES:
VICE PRES/CHANCELLOR

RANK	SALARY
1	140,004
2	124,980
3	119,000
4	116,900
5	109,187
6	(103,692)
7	99,912
8	95,063
9	86,419
10	85,000
11	78,778
12	59,250
AVERAGE	101,515

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	102,000
2	89,500
3	77,60[illegible]
4	76,1[illegible]
5	74 0
6	7[illegible] 35
7	7 ,875
8	66,500
9	64,203
10	64,000
11	63,890
12	63,654
13	62,872
14	59,200
15	57,679
16	50,000

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
DIRECTOR

RANK (CONTINUED)	SALARY
17	46,000
18	38,000
AVERAGE	66,654

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
VICE PRES/CHANCELLOR

RANK	SALARY
1	155,183
2	153,000
3	120,000
4	117,359
5	117,000
6	115,025
7	114,600
8	(103,692)
9	99,850
10	99,269
11	96,563
12	91,000
13	87,603
14	70,020
AVERAGE	110,012

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	116,300
2	106,000
3	92,500
4	90,000
5	88,500
6	87,000
7	83,400
8	82,769
9	80,088
10	80,000
11	74,980
12	66,776
13	63,504
14	62,550
15	55,147
16	46,000
AVERAGE	79,720

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/CHANCELLOR

RANK	SALARY
1	152,000
2	150,520
3	138,000
4	126,580
5	125,211
6	118,000
7	104,890
8	83,779
AVERAGE	124,873

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	91,494
2	85,191
3	84,742
4	76,100
5	74,980
6	67,972
AVERAGE	80,080

FACILITIES OFFICERS:
VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	128,333
2	(124,000)
3	118,282
4	109,187
5	108,204
6	107,250
7	101,164
8	99,725
9	84,000
10	80,260
11	62,250

RANK (CONTINUED)	SALARY
AVERAGE	102,060

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	110,000
2	105,850
3	98,243
4	94,000
5	87,250
6	78,300
7	77,986
8	75,119
9	70,500
AVERAGE	88,583

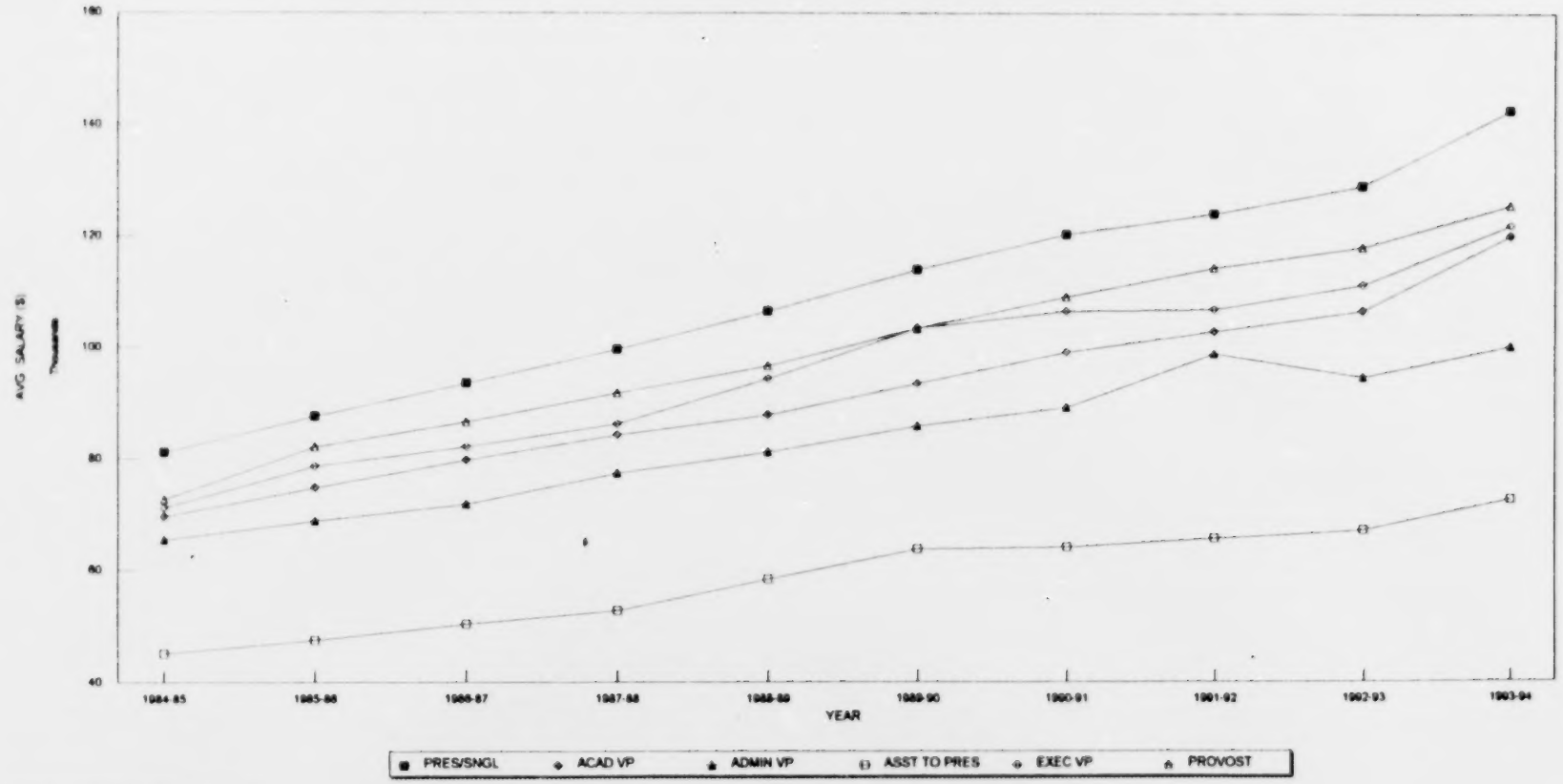
FACILITIES OFFICERS:
ASST VICE PRESIDENT/
CHANCELLOR

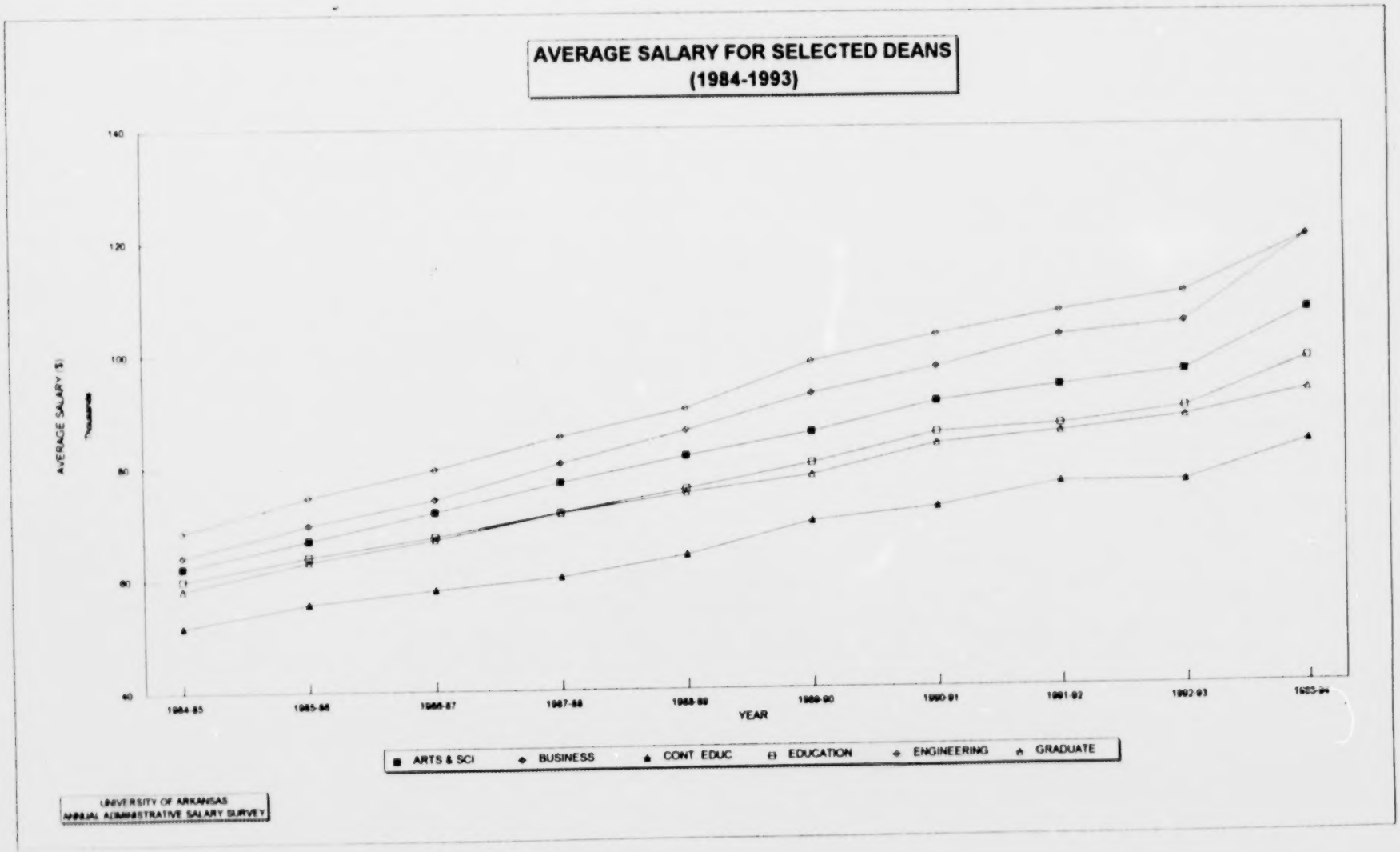
RANK	SALARY
1	119,600
2	94,600
3	94,227
4	93,085
5	84,750
6	(82,500)
7	75,957
8	41,670
AVERAGE	85,799

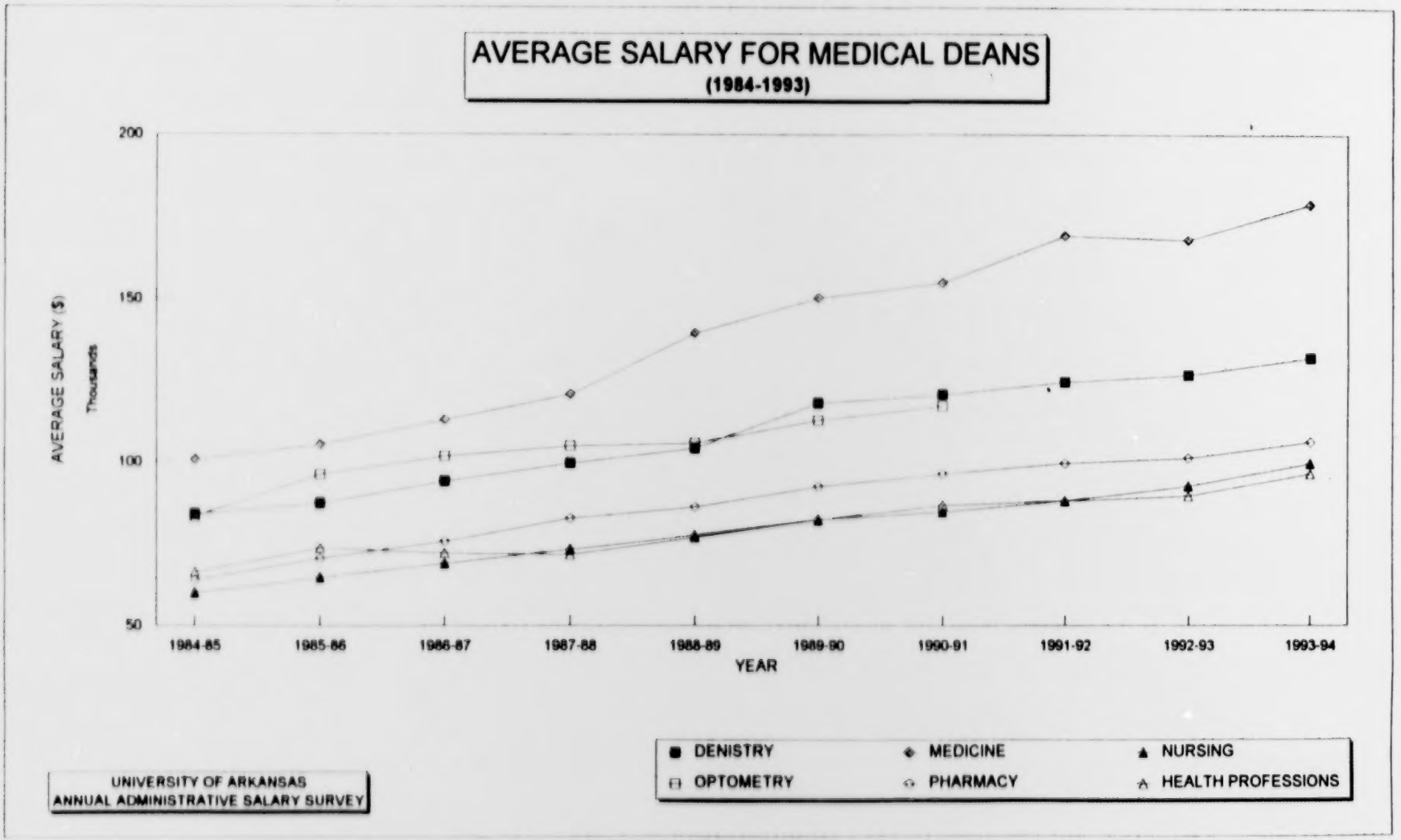
FACILITIES OFFICERS:
DIRECTOR

RANK	SALARY
1	98,400
2	92,000
3	87,300
4	(82,500)
5	75,518
6	74,389
7	74,196
8	72,790
9	60,400
AVERAGE	79,721

AVERAGE SALARIES FOR SELECTED EXECUTIVE ADMINISTRATORS (1984-1993)




AVERAGE SALARY FOR SELECTED DEANS
(1984-1993)
AVERAGE SALARY ($)
Thousands
140
120
100
80
60
40
1984-85
1985-86
1986-87
1987-88
1988-89
1989-90
1990-91
1991-92
1992-93
YEAR
ARTS & SCI
BUSINESS
CONT EDUC
EDUCATION
ENGINEERING
GRADUATE
UNIVERSITY OF ARKANSAS
ANNUAL ADMINISTRATIVE SALARY SURVEY


AVERAGE SALARY FOR MEDICAL DEANS
(1984-1993)
AVERAGE SALARY ($)
Thousands
200
150
100
50
1984-85
1985-86
1986-87
1987-88
1988-89
1989-90
1990-91
1991-92
1992-93
1993-94
YEAR
DENISTRY
MEDICINE
NURSING
OPTOMETRY
PHARMACY
HEALTH PROFESSIONS
UNIVERSITY OF ARKANSAS
ANNUAL ADMINISTRATIVE SALARY SURVEY